

Govt. cuts threaten B.C. universities, says public in faculty-sponsored poll

by Michelle Morissette
Bulletin correspondent

VANCOUVER — University administrators and faculty at British Columbia's universities are cautiously optimistic about the results of a recent public opinion poll that indicates there is a wider scale of support for universities among Lower Mainland residents than was originally thought.

However, they are awaiting the results of a second province-wide poll before contemplating any kind of public push for more government support.

The survey, commissioned

by the Confederation of University Faculty Associations of B.C. (CUFA) indicated that most Lower Mainland residents disagree with government funding cuts to universities and feel the cutbacks are threatening the quality of a university education.

It further revealed that a majority of those polled believe that a university education is important, that any B.C. resident who is qualified should be able to attend regardless of family income, that more students should be admitted and more programs offered, and that there is a strong support among the

B.C. population for faculty members.

When asked where government should cut spending in order to increase funding to universities, 27 per cent said Expo 86, 11 per cent said mega-projects and 12 per cent said money spent on MLA's expenses.

Spokesmen for both faculty and administrations said that although they expected to find some support for their plight from the general public they were surprised by its degree.

"What I found most heartening was not so much the statistics but the fact that such a high percentage of positive response was coming

from people who had not themselves been to university and who were blue collar workers," said Simon Fraser University President Bill Saywell.

Survey results showed that blue collar workers (traditionally regarded as non-supporters of universities) felt even more strongly than white collar workers that universities were underfunded, that cutbacks were threatening quality, and that universities should be accessible to all.

"This indicates that there is a changing socio-economic phenomenon in B.C. where

See PUBLIC SUPPORT/8

Public opinion poll strongly supports B.C.'s universities

Of the 506 Lower Mainland residents polled:

- 67% said government funding for B.C.'s universities is not enough.
- 73% said a university education is beneficial to a person in today's society.
- 93% said any B.C. resident qualified to go to university should be able to go regardless of family income.
- 93% of those with children said they wanted them to attend university in B.C.
- 66% said universities should admit more students.
- 67% said universities should increase the number of programs they offer.
- 62% said they believe the quality of education in B.C. is either somewhat or a lot worse than it was three years ago.
- 83% agree with the concept that tenure is important to society because it permits professors to criticize government policy.

Mathews to have academic appointment at Simon Fraser

by Vic Sim
CAUT Associate
Executive Secretary

A dispute between Carleton University English Professor Robin Mathews and Simon Fraser University over the denial of a visiting professorship has successfully been resolved.

After first being denied a post as a visiting professor at Simon Fraser, Prof. Mathews, a senior member of the English Department at Carleton, will now have an academic appointment at the B.C. university for the autumn term in 1986.

The dispute, which received considerable media attention earlier this year, first erupted in April when Prof. Mathews charged that the Department of English at Simon Fraser had infringed his academic freedom. It had done so, he reported, by declining to approve an exchange of teaching responsibilities which he had arranged with a Simon Fraser colleague for the 1985-86 academic year.

Professor Mathews has been a long-standing advocate of Canadian Studies programs taught by Canadians. He has been critical of the appointment of large numbers of non-Canadians to faculty positions

and the control of academic programs by foreign born faculty members. Professor Mathews charged that the Simon Fraser department had refused to approve the exchange because a majority of its members disapproved of his views on cultural nationalism and his manner of expressing those views. His charges were based on statements to this effect made by the chairperson of the department.

The chairperson of the department and a number of his colleagues defended the department's decision, made by a referendum following an earlier department meeting. A significant number of members of the department opposed the majority decision.

The Simon Fraser University administration made clear that it did not dispute that Professor Mathews is a competent scholar. It took the position, however, that it is a university prerogative to accept or reject exchange proposals. It argued that principles of due process had been properly applied and that the senior administrative officers had a duty to support a democratically made faculty decision.

A large number of people in the academic, scientific and



Prof. Robin Mathews

arts communities in Canada protested the decision of the Simon Fraser department.

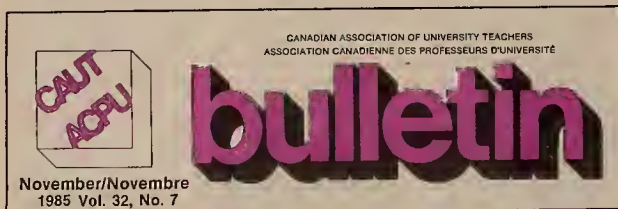
See MATHEWS/6

INSIDE

- New parliamentary committee on research/ un comité parlementaire sur la recherche/3;
- L'ACPU s'oppose aux propositions de la Commission Macdonald/5;
- Pension case shows shortcomings/16;
- Liaison Books appoints editorial panel/7;
- Postsecondary degre-granting institutions proliferate in BC/9;
- Faculty collective bargaining chart/10;
- Status of women feature/14 & 15

REGULAR FEATURES

À la rédaction/To the editor/2; La page à l'oreille/5; Négociations/Bargaining/11; Briefly.../12; South of the Border/13; Positions/17



Professeurs licenciés: un comité de l'ACPU enquête

par Vic Sim
Secrétaire-général
adjoint, ACPU

OTTAWA — Le Comité de la liberté universitaire et de la permanence de l'emploi de l'Association canadienne des professeurs d'université a annoncé la nomination d'un comité d'enquête, composé de trois personnes, qui sera

chargé d'examiner les circonstances ayant entraîné le licenciement de 12 professeurs permanents et non permanents à l'Université de la Colombie-Britannique.

Les trois membres du comité sont M. A.E. Malloch, professeur d'anglais à l'Université McGill, Mme Ursula Franklin, professeur de métallurgie et de sciences des matériaux à l'Université de Toronto, et M. Ken Norman,

professeur de droit à l'Université de la Saskatchewan. M. Malloch présidera le comité. Spécialiste du roman anglais au 19^e siècle, il possède une longue expérience en matière de syndicat de professeurs. Mme Franklin est membre de la Société royale du Canada et a occupé un poste administratif à l'Université. M. Norman est un ancien président de la Commission des droits de la personne de la Saskatchewan.

Le comité a le mandat d'examiner les actes de l'administration de l'université, du sénat et du bureau des gouverneurs qui ont entraîné le licenciement de ces professeurs et de déterminer dans quelle mesure cette décision était juste et pertinente compte tenu des conditions d'emploi des professeurs à l'Université de la Colombie-Britannique et des normes prescrites par les énoncés de principe de l'ACPU. Le comité d'enquête devait se rendre à l'université au début d'octobre.

La mise sur pied du comité découle d'une plainte formulée par l'Association des professeurs de l'Université de la Colombie-Britannique au Comité de la liberté universitaire et de la permanence de l'emploi à la suite de la décision du bureau des gouverneurs d'imposer unilatéralement une politique sur l'excédent d'enseignement.

See SORBARA/6

Voir ENQUÊTE/6

Ont. unveils program to aid universities

The Ontario Minister of Colleges and Universities, Gregory Sorbara, has unveiled a major government program designed to revitalize the province's universities.

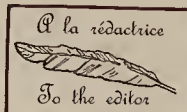
In an October 17 statement to the Ontario legislature, Mr. Sorbara announced the establishment of a University Excellence Fund which will provide an extra \$50 million in special grants to the universities and related institutions in 1986-87. The Minister emphasized that this amount was in addition to the basic increase in operating and capital funds to be announced by the Provincial Treasurer later in the month.

Mr. Sorbara said the \$50 million fund would involve three major components:



Gregory Sorbara

faculty renewal (\$10 million); research leadership (\$15 million); and library enhancement and instructional equip-



No to Star Wars

Through the offices of the University of Calgary Faculty Association and the CAUT I have heard that you would be interested in hearing of any approaches to the issue of research on a Canadian campus undertaken as part of the United States' Strategic Defense Initiatives Program. The following open letter to the president of the University of Calgary originated with the undersigned. Twenty-seven additional members of the academic staff — including physicists, mathematicians, physicians, lawyers, computer scientists and biological scientists also signed the open letter. No effort to gather a large number of signatures was made. Our hope was simply to focus attention and generate useful discussion.

James S. Beck
(Biophysics)
Anton Colijn
(Computer Science)
Gordon Hodgson
(Chemistry)
John McLaren
(Law)
Eric Tollefson
(Chemical and Petroleum Engineering)
The University of Calgary

Dear President Wagner:

We are academic staff of the university who have concluded that the so-called Strategic Defense Initiative (Star Wars) of the United States is not feasible in its objectives and is dangerous in its effects. Our purpose here is (1) to convey our unwillingness to participate in the research and/or development of this program whether or not the Government of Canada accepts the invitation to participate, (2) to express the hope that neither The University of Calgary nor any of our

colleagues will participate in or encourage the Strategic Defense Initiative, and (3) to urge all of our colleagues to consider the wider implications of their research and to act in accord with moral principle.

Some of us are physical scientists, mathematicians, computer scientists and engineers capable of making direct contributions to the Strategic Defense Initiative and of receiving material and psychological benefits from participation in it. All of us understand the call of intellectual challenge, of opportunity to do interesting research, of assured support and career advancements. But we also recognize a stronger call to the nurture of mankind and its repugnance of pursuits at once senseless and dangerous. Moreover, the participation of any university — collectively or by contracts with individuals — will almost inevitably compromise the principles of scholarship and open communication.

It is our intention to distribute copies of this letter, including the signatures, within the university community.

Slurs and insults

Your article by Susan McDaniel, "Canadian professors dispossessed by entrenched Yankee academics?" (May 1985) has been replied to in succeeding issues thoughtlessly and ungraciously.

To be concerned about the fair treatment of young Canadians in the university system is neither a search for the "pure Aryan" (Frank B.W. Harper, Western University), nor is it "Keegetraism" (A.D. Fisher, Alberta). It isn't, either, anything approaching racism. Such language used about a delicate and serious issue in Canadian universities is coercive and unbecoming to the scholarly community.

Since 1968 and the widely discussed public concern with "Americanization", studies, reports, commissions, and personal attestations have made clear that young Canadians have been treated ill in their own system. Sometimes unjust treatment has been the result of the foreign origin and training of scholars in power, sometimes the foreign training of Canadian scholars, and sometimes the colonial-mindedness among all the people involved with administration.

The situation was named "Americanization" (though it

was more complicated) because U.S. immigrants were the most numerous, were often the most vocal, and came from a country pushing its weight around in Canada as well as the rest of the world.

It may be regrettable that it was called "Americanization", but the claim that the presence of U.S. scholars and of Canadians largely educated in the U.S. has affected hiring, cannot be tossed aside with slurs and insults.

For those not informed on the matter, let them study the (1973) *Interim Report of the Select Committee on Economics and Cultural Nationalism* (Ontario government), the two reports (1976, 1983) published by the Commission on Canadian Studies, the study for the Ontario government by Linda Moffat (1980), *Room at the Bottom*. Let those not informed on the matter swim in the bibliographies these reports provide and point to.

One of your correspondents remarks that Professor McDaniel's treatment of the subject sounds "simply anti-American" compared to a "serious sociological study of the problems". The issue is a significant one, deserving profound sociological study. Why hasn't it been done? Why has there been no serious study to attempt to find out the real relations of national groupings, discipline preferences in personnel, old-boy (and girl) networks, research priorities according to graduate training location, and even marriage and socializing patterns among immigrant scholar groups?

We haven't even done serious study on "grading, standards, and subject preferences" to see if immigrants and native Canadians have done things to

educational goals and ideals. I submit that we have not done those studies because we are self-censored. And we are self-censored because the subject that may not be seriously examined is the state of Canadian higher education in relation to the rights and needs of Canadian society and young Canadians who want a place in the university system.

Professor McDaniel has put forward a very serious set of questions at a tough time for young Canadian scholars. Her article should be greeted with thanks, with organized investigation, with action that respects the needs of bright Canadians — not with insult, castigation, and slurring of her character directed, it seems, at the repression of any discussion.

Robin Mathews
Dept. of English
Carleton University

Unworthy of scholars

An article in the *CAUT Bulletin* (May, 1985) by our colleague Dr. Susan McDaniel pointed out the plight of "younger Canadian academics" who cannot find jobs here and called for greater efforts "to keep Canadians in Canada doing Canadian research" and reduce the hiring of Americans in academic posts.

Several individuals replied with letters in the June and September issues which either implied or stated outright that this position is racist. We disagree strongly with their allegations. Nationalism and racism are quite different things, as any educated person should understand. Racism is a doctrine of inherent, biologically based superiority

of certain people over remotely related groups of people, whereas nationalism refers to the promotion of the interests of people who belong to a particular nation. Those with Canadian nationality today include people of diverse racial and ethnic origins. It is obvious from Dr. McDaniel's article that she was arguing on behalf of all young Canadian academics, regardless of their race or ethnicity.

By branding that article racist, these letters have attempted to undermine a principled position with a vituperative attack on its author. This is most unworthy of scholars, who really should set a better example.

From our reading of her article and our acquaintance with her many activities at the University of Waterloo, we state that there is nothing whatsoever to warrant a charge of racism against our esteemed colleague. We think it was highly inappropriate for the *CAUT Bulletin* to publish letters or portions thereof which were so clearly abusive and unprofessional.

Lindsay Dorney
Women's Studies Programme
Nancy Theberge
Dept. of Kinesiology
Herbert M. Lefcourt
Douglas Wahlsten
Dept. of Psychology
James Brox
W. Robert Needham
Dept. of Economics
Sandra Burt
Judith Teichman
Dept. of Political Science
Patricia Wainwright
Dept. of Health Studies
All of the University
of Waterloo

More letters
page 4

Committee of inquiry to examine UBC dismissals

by Vic Sim
CAUT Associate
Executive Secretary

OTTAWA — The Academic Freedom and Tenure Committee of the Canadian Association of University Teachers has announced the appointment of a three-person committee of inquiry to examine the circumstances surrounding the termination of the appointments of 12 tenured and untenured faculty members at the University of British Columbia.

The committee of inquiry will be made up of Professor A.E. Malloch (English, McGill); Professor Ursula Franklin (Metallurgy and Material Science, Toronto) and Professor Ken Norman (Law, Saskatchewan). Professor Malloch will chair the committee. He is a specialist in the 19th century English novel and has a long experience of

faculty association affairs. Professor Franklin is a Fellow of the Royal Society of Canada and has served as a university administrator. Professor Norman is a former Chairman of the Saskatchewan Human Rights Commission.

The committee is asked to examine the actions of the University administration, Senate and Board of Governors which led to the termination of the appointments; to determine whether the actions were fair and appropriate having in mind the terms and conditions of faculty appointments established in CAUT policy statements. It is expected that the committee of inquiry will be visiting the University early in October.

The committee of inquiry was established in response to a complaint from the UBC faculty association to the Academic Freedom and Tenure Committee after the

Board of Governors unilaterally imposed a policy on faculty redundancies. The faculty association takes the view that this policy is in breach of the obligations of the Board to negotiate procedures for termination under the terms of the "Agreement on Conditions of Appointment". The UBC association believes that the actions of the Board are unprecedented in Canada and constitute a threat to academic freedom and to the principle of collegiality. The faculty members whose appointments were terminated are in programs in Dental Hygiene, Industrial Education, Recreation Education, Communications Media and Technology in Education.

The UBC faculty association is also seeking a resolution of the dispute under the grievance and arbitration provisions of the collective agreement between the association and the Board of Governors.

CAUT Bulletin

ISSN 0007-7887

Editor: Helen Baxter
Advertising and Circulation:
Liza Doherty
Published by the Canadian Association of University Teachers, 75 Albert Street, Suite 1001, Ottawa, Ontario, K1P 5E7 (613) 237-6885
Executive Secretary: Donald C. Savage
(C) Copyright: The Canadian Association of University Teachers
Articles may not be reprinted without permission from the author and the CAUT Bulletin
Readers are invited to submit articles to the editor who cannot accept responsibility for items which are damaged or lost in the mail.
All signed articles express the view of the author.

CAUT Guidelines and Policy Statements are labelled as such.

*Average total distribution: 28,000.

The CAUT Bulletin is published 10 times during the academic year: the first of each month, September through June.

Closing dates for receipt of advertising: 15 days prior to publication date. No cancellations will be accepted after closing date. Classified advertising received after the closing date will be published in the next issue.

Advertisements which state a final date for submission of applications for a position that is less than thirty (30) days after the date of publication cannot be accepted.

The publisher will not accept advertisements of administrative and academic positions restricting applications on grounds of race, national origin, religion, color, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. Where any bona fide reasons for restriction are stated in the general policy statement above, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Annual subscription (Can. funds): Canada \$20; United States \$25; other countries \$30.

Printers: Performance Printing, Smith Falls.

Le Bulletin de l'ACPU

ISSN 0007-7887

Rédacteur: Helen Baxter
Annonces et tirage: Liza Doherty
Publié par l'Association canadienne des professeurs d'université, 75, rue Albert, suite 1001, Ottawa, Ontario K1P 5E7 (613) 237-6885
Secrétaire général: Donald C. Savage

(C) Copyright: L'Association canadienne des professeurs d'université. Il est interdit de reproduire des articles sans la permission de l'auteur et du Bulletin de l'ACPU. Les lecteurs sont invités à adresser des articles à la rédaction, qui s'assume toute responsabilité à l'égard de textes qui sont endommagés ou égarés en cours de transmission par la poste. Tous les articles signés expriment les vues de l'auteur. Les énoncés de principes et les Directives de l'ACPU sont présentés comme tels.

*Diffusion totale moyenne: 28,000.

Le Bulletin de l'ACPU est publié 10 fois au cours de l'année scolaire: le 1er de chaque mois septembre à juin. Detail de réception des annonces: 15 jours avant la parution.

Avant la date de publication, il ne sera pas accepté d'annonces après la date limite.

Les petites annonces reçues après la date limite seront, si possible, insérées dans une colonne des annonces tardives.

Pour toute annonce d'emploi, un délai minimum de 30 jours sera exigé entre la date de publication et la date limite d'application.

Le Bulletin de l'ACPU n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état conjugal, de situation familiale, d'ethnicité, d'handicap, de préférences sexuelles, d'origine sociale ou de conviction ou d'attachement politique.

La loi sur l'égalité des droits s'applique à l'ensemble de la politique générale.

Il incombe à l'établissement de faire attention de faire parvenir une copie restrictive de l'avis à la rédaction du Bulletin une déclaration écrite en ce sens.

Abonnement annuel (monnaie can.): Canada \$20; États-Unis \$25; autres pays \$30.

Imprimeur: Performance Printing, Smith Falls, Ont.

Correction

Dr. Ben Wilson was incorrectly titled on page 19 of the September issue. He was formerly Assistant Deputy Minister of the Ministry of Colleges and Universities in Ontario.

CENSURED ADMINISTRATIONS

The following university administrations are under CAUT censure:

President and Board of Governors, UNIVERSITY OF CALGARY (1979)

The third stage of censure was imposed in May, 1980.

President and Board of Regents, MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

The third stage of censure was imposed in May, 1980.

Note:

The CAUT Council recommends that faculty members not accept appointments at censored universities. Advertisements for vacant positions are not carried in the Bulletin for universities under censure.

Conservatives create parliamentary committee on research, science and technology

by Donald C. Savage
CAUT Executive
Secretary

The federal government announced in October that it was supporting the creation of a Standing Committee on Research, Science and Technology of the House of Commons. The measure was recommended by the Special Committee on Reform of the House of Commons headed by James A. McGrath, the M.P. for St. John's East. This was part of a package of parliamentary reforms introduced into the House by the Honourable Ray Hnatyshyn.

The President of CAUT, Prof. E.O. Anderson, warmly welcomed this development. CAUT had called for the creation of such a committee as part of a package of reforms it had suggested to the federal and provincial governments in 1984. CAUT expected that such a committee would provide a national forum for

discussion of federal policies on research, science and technology.

Professor Anderson, in a letter to the Prime Minister in August, had noted that there was no appropriate place in the current structure of committees of Parliament to examine the problems of research and development in depth.

In an earlier letter in 1984, the then President of CAUT, Sarah Shorten had indicated that under the previous government different departments with jurisdiction over various aspects of government policy affecting the universities did not coordinate their planning or decisions. In fact, as she said in her letter "...on occasion, objectives of one department seemed directly undermined by decisions in some other department."

The policy had been supported by the National Consortium which brings together some 25 societies, including CAUT, involved in research and the funding of postsec-

ondary education. The Consortium recommended that the Committee be responsible for overseeing the budgets and policies of the federal granting councils, the Science Council, MOSST, and such special reports or commissions as the *Task Force on Federal Policies and Programs for Technology Development* (the Wright Report).

This recommendation was also the subject of an address by Dr. Barry D. McLennan, President of the Canadian Federation of Biological Societies, at a press conference in June 1985. Dr. McLennan noted that "...the Canadian Parliament is one of the few elective bodies in the Western World that does not have a standing committee on science, research and technology, despite recommendations made in 1973 by the Lamontagne Senate Special Committee on Science Policy."

In its response, CAUT welcomed the decision and called on the government to



CAUT President Anderson

ensure that all university research funding, including that of the Social Sciences and Humanities Research Council, fall within the jurisdiction of this committee.

This policy had been adopted at the CAUT annual meeting by more than a two-thirds vote. It was, however, opposed by FAPUQ.

Members of the National Consortium who supported the creation of a parliamentary standing committee

Canadian Association of University Teachers
Canadian Federation of Biological Societies
Canadian Council of University Biology Chairmen
Biological Council of Canada
Association of Universities and Colleges of Canada
Canadian Federation for the Humanities
Canadians for Health Research
Chemical Institute of Canada
Social Science Federation of Canada
Canadian Psychological Association
The Association for the Advancement of Science in Canada
Canadian Federation of Students
Canadian Society of Microbiologists
Canadian Geoscience Council
Association canadienne-française pour l'avancement des sciences
Canadian Council of Professional Engineers

Members of the Special Committee on Reform of the House of Commons

J.A. McGrath (P.C. — St. John's East)
A. Ouellet (Lib. — Papineau)
B. Blaikie (NDP — Winnipeg — Birds Hill)
Mrs. L. Bourgault (P.C. — Argenteuil — Papineau)
J.R. Ellis (P.C. — Prince Edward — Hastings)
A. Cooper (P.C. — Peace River)
B. Friesen (P.C. — Surrey — White Rock — North Delta)

Membres du Consortium national qui appuient la création d'un comité parlementaire permanent

Association canadienne des professeurs d'université
Fédération canadienne des sociétés de biologie
Canadian Council of University Biology Chairmen
Biological Council of Canada
Association des universités et collèges du Canada
Fédération canadienne des études humaines
Canadiens pour la recherche médicale
Institut de chimie du Canada
Fédération canadienne des sciences sociales
Société canadienne de psychologie
L'Association pour l'avancement des sciences au Canada
Fédération canadienne des étudiants
Canadian Society of Microbiologists
Canadian Geoscience Council
Association canadienne-française pour l'avancement des sciences
Conseil canadien des ingénieurs

Membres du Comité spécial sur la reform de la Chambre des communes

J.A. McGrath (P.C. — St-Jean est)
A. Ouellet (Lib. — Papineau)
B. Blaikie (NPD — Winnipeg — Birds Hill)
Mme L. Bourgault (P.C. — Argenteuil — Papineau)
J.R. Ellis (P.C. — Prince Edward — Hastings)
A. Cooper (P.C. — Peace River)
B. Friesen (P.C. — Surrey — White Rock — North Delta)

Les Conservateurs créent un comité parlementaire sur la recherche, les sciences et la technologie

par Donald C. Savage
Secrétaire général
de l'ACPU

En octobre, le gouvernement fédéral a annoncé qu'il appuyait la formation d'un Comité permanent sur la recherche, les sciences et la technologie de la Chambre des communes ainsi que l'a recommandé le Comité spécial sur la réforme de la Chambre des communes présidé par M. James A. McGrath, député de St-Jean est (Terre-Neuve). Cette initiative s'ajoute à une série de réformes parlementaires présentées à la Chambre par M. Ray Hnatyshyn.

Le président de l'ACPU, M. E.O. Anderson, a accueilli la nouvelle avec satisfaction. La création d'un tel comité faisait partie d'un ensemble de réformes que l'ACPU avait proposées aux gouvernements fédéral et provinciaux en 1984. L'association espérait qu'il servirait de tribune nationale pour discuter des politiques du fédéral dans le domaine de la recherche, des sciences et de la technologie.

M. Anderson, dans une lettre adressée au premier ministre en août, avait fait remarquer que la structure actuelle des comités parlementaires ne laissait pas de place à l'examen approfondi du

problème de la recherche et du développement.

Dans une lettre antérieure adressée en 1984, Mme Sarah Shorten, alors présidente de l'ACPU, avait indiqué que, sous le gouvernement précédent, différents ministères, de qui relevaient divers aspects de la politique gouvernementale touchant les universités, ne coordonnaient pas leur planification ou leurs décisions. En fait, comme elle le précisait dans sa lettre, les décisions d'un ministère en particulier semblaient parfois miner les décisions d'un autre ministère.

Le Consortium national, qui regroupe quelque vingt-cinq organismes, dont l'ACPU, intéressés à la recherche et au financement de l'enseignement postsecondaire, appuie la formation de ce comité. Le Consortium a recommandé que le comité ait la responsabilité de surveiller les budgets et les lignes de conduite des conseils subventionnaires, du Conseil des sciences, du ministère d'Etat aux Sciences et à la Technologie, ainsi que les rapports spéciaux ou les commissions tel le *Groupe de travail sur les politiques et les programmes fédéraux de développement technologique* (le rapport Wright).

Cette recommandation a en outre fait l'objet d'une allocution prononcée en juin 1985, lors d'une conférence de presse, par M. Barry D. McLennan, président de la Fédération canadienne des sociétés de biologie. Il a déclaré que le Parlement canadien est l'un des quelques gouvernements démocratiquement élus qui ne possède pas de comité permanent sur les sciences, la recherche et la technologie, malgré les recommandations formulées en 1973 par le Comité spécial de la

politique des sciences (présidé par le sénateur Maurice Lamontagne).

L'ACPU a fait connaître au gouvernement sa satisfaction et l'invite à s'assurer que toutes les subventions à la recherche universitaire, y compris celles du Conseil de recherches en sciences humaines, relèvent du comité.

Cette politique a été adoptée par une majorité des deux tiers lors de l'assemblée annuelle de l'ACPU. La FAPUQ s'y est toutefois opposée.

IN/PRINTS (Information was supplied by the publisher.)

INDUSTRIALIZATION AND UNDERDEVELOPMENT IN THE MARITIMES, 1880-1930. T.W. Acheson, David Frank, James D. Frost, Garamond Press, Toronto, 1985 (paperback). "Ultimately, perhaps inevitably, the regional entrepreneur lost control to external forces which he could rarely comprehend, much less master." These three articles, previously published in *Acadiensis*, relate the growth and decline of industry in the Maritimes, focusing on the Bank of Nova Scotia and a case study on the coal and steel industries of Cape Breton. Acheson and Frank teach at the University of New Brunswick. Frost is a commercial analyst.

Plan ahead...

1986 CAUT NATIONAL COLLECTIVE BARGAINING CONFERENCE

June 16 — 20, 1986
Far Hills Inn
Van Morin, Quebec

Agenda and registration materials soon to be distributed.
Contact Tina Head at (613) 237-6885 for information.



TRIUMF

MESON RESEARCH FACILITY
University of Alberta
Simon Fraser University
University of Victoria
University of British Columbia

Competition #498-095

RESEARCH ASSOCIATE IN INTERMEDIATE ENERGY PHYSICS

Applications are invited from Post Doctoral fellows with experience in intermediate energy nuclear physics. A good working knowledge of counter systems, fast and slow electronics and computers is required. Experience with nuclear cryogenics will be most helpful.

The successful candidate will be engaged in the University of Manitoba's research program in intermediate energy physics using the TRIUMF accelerator, located in Vancouver, B.C. The current research program consists of studies of fundamental symmetries in the nucleon-nucleon system, the measurement of spin-dependent observables in nucleon-nucleon and nucleon-very light nucleus scattering, and studies of quasi-free knockout reactions.

This appointment is available immediately and will be initially for one year renewable upon mutual satisfaction. The successful candidate will be eligible for a travel allowance. Remuneration will depend on qualifications and previous experience.

Applications including curriculum vitae, bibliography and the names of three referees should be sent by December 31, 1985 to:

Dr. W.T.H. van Oers (Comp. #4981)
c/o TRIUMF Personnel
4004 Westbrook Mall
Vancouver, B.C. V6T 2A3

We offer equal employment opportunities to qualified male and female applicants.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



The University of British Columbia School of Rehabilitation Medicine

FACULTY POSITIONS

Applications are invited for tenure track positions at the rank of Assistant Professor in the Divisions of Physical Therapy and Occupational Therapy at the University of British Columbia. Candidates must be eligible for membership in the Canadian Physiotherapy Association or the Canadian Association of Occupational Therapists, have a doctoral degree, strong research accomplishments, and field experience related to one or more of the following areas: Physical Therapy — neurosciences, adult and paediatric neurology, kinesiology, and exercise physiology; Occupational Therapy — adult and paediatric neurology, rehabilitation technology, vocational rehabilitation and mental health. Academic leadership qualities desirable. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Deadline for submission of applications is January 1, 1986. Application, curriculum vitae, and the names of three references should be submitted to:

The Director
School of Rehabilitation Medicine
The University of British Columbia
T106 Third Floor — Acute Care Unit — H.S.C.H.
2211 Westbrook Mall
Vancouver, British Columbia V6T 1W5
Telephone: (604) 228-7414



Article addresses imbalance

In reply to Professor Harper's comments (June, 1985) on McDaniel's May article "Canadian Professors Dispossessed by Entrenched Yankee Academics?", it would seem that an awareness of the problem must come prior to empirical testing and the subsequent presentation of statistical data. Who will address the problems of academics? If becoming a "gypsy scholar" is the best that can be hoped for, then constructive criticism from those arriving on the academic scene is unlikely because of their job insecurity. In order to establish even a weak foothold in the academic community, it seems that a young academic must accept the scraps which are offered and be thankful.

As a Canadian student being continuously fed an American and European orientation in my discipline, because a Canadian perspective is not promoted, I can attest to the problem. This is not to say that foreign orientations are invalid. They indeed have much to offer. What Prof. McDaniel's article addresses is the imbalance, specifically the under representation of a Canadian perspective in Canadian higher education. Criticism about the academic system is not likely to emanate from those individuals with foreign degrees since the corrective measures McDaniel proposes may be seen as a threat to their security.

The replies printed so far in the CAUT Bulletin appear to indicate that efforts towards change are seen as automatically requiring a defensive posture. Corrective change can and does exist in the form of co-operation. One need not chop down a tree to correct its slanting in one direction. Instead corrective supports can be provided to encourage balanced growth. An emphasis on what is Canadian does not imply that "academic pruning" is required.

The attacks against Professor McDaniel smack strongly of "victim blaming". Vining (Sept. 1985) has accused McDaniel of being a racist. This is unfair! Canadians represent a variety of racial and ethnic groups. This would seem to provide the basis for a least biased orientation. Whose purpose does it serve to oppose the promotion of a Canadian perspective?

D.L. Beatty
Sociology
University of Toronto

Message from the Secretary of State

The Prime Minister recently asked me to assume new responsibilities as the

Secretary of State of Canada. I consider it an honour to have been chosen for this position and I am pleased to have this opportunity to introduce myself to you.

My new role will bring me in close contact with groups and associations such as yours that are working to address the needs of Canadians in society. You can count on my personal commitment, and that of the government, to pursuing the objectives of my mandate in this respect.

During the course of the coming months, I hope to have many opportunities for encounters that will enable me to keep abreast of your specific concerns and aspirations. By working closely together, I believe that we can meet the challenges ahead.

Please convey my best wishes to all the members of your organization.

Benoît Bouchard
Secretary of State
Canada

Victimized

I am writing to you in reference to the article written by Dr. Susan McDaniel (May 1985 issue of the CAUT Bulletin) and the subsequent Letters to the Editor published in the June and September issues.

In her article, Dr. McDaniel draws attention to the denorable situation that young Canadian scholars face in the Canadian academic marketplace. Having personal experience with this situation, I think it is only right and proper that this problem be brought to the fore and that any suggestions to rectify the situation be considered. Dr. McDaniel does a good job in presenting the problem and in suggesting possible remedies.

For her efforts, she is handed a "racist", a "scapegoater", an "academic keegstraist", and other equally unjustified and downright silly labels. Dr. Susan McDaniel is none of these things — she is a respected scholar with a legitimate concern for Canadian universities and Canadian scholars. Note that none of the Letters to the Editor were penned by her colleagues within sociology who know McDaniel personally, who are familiar with her academic work, and who know the difference between "national interest" and "racism".

Dr. McDaniel has been victimized in two ways. One, in criticizing hiring practices at Canadian universities, she is being attacked by persons representing entrenched interests for whom the "status quo" is comfortable. Two, and more important in terms of this letter to you, the CAUT Bulletin is guilty of fanning the flames surrounding McDaniel's article by changing the title of her article and by inserting derogatory headers to the Letters. One would expect more than sensationalist journalism from the CAUT Bulletin.

Prof. Ellen Gee,
Department of Sociology, and
Gerontology Research Centre
Simon Fraser University

Proud of support

I am certain that the Council and Board of the CAUT feels quite proud of its support (cf. Sept. issue) for those professors and students who have been certified as prisoners of conscience by Amnesty International (AI). Yet anyone who compares the list of countries to whom the CAUT has protested with the Annual Reports published by AI over the last several years will notice one striking omission. That omission is Israel, a country regularly identified by AI as holding prisoners of conscience. Since AI's Annual Reports make it clear that students and professors in particular, especially those on the West Bank and in occupied Jerusalem, are among those most often singled out for political prosecution, the failure of "Israel" to appear in CAUT's list is glaring.

A great many of the Palestinian students and professors arrested have been arrested simply for distributing literature which the Israeli government considers offensive. Sometimes this has meant being arrested for vague expressions of Palestinian nationalism (in fact, even the simple possession of a Palestinian flag has led to arrest). At other times, students and professors on the West Bank have been arrested simply for saying that the PLO is the legitimate representative of the Palestinian people. This suggests, of course, that if someone distributed the recent report of the Canadian Senate, which notes that the PLO enjoys the support of most Palestinians, that they too would be liable to arrest in Israel or the occupied territories. In other cases, Israeli authorities simply arrest Palestinian nationalists and hold them without charge for varying periods of time.

The details are all there in AI's Annual Reports, and I urge anyone who still thinks of Israel as a humane and democratic country to read those reports. I must stress that none of the individuals identified by AI as a "prisoner of conscience" in Israel are terrorists; they have all — in AI's opinion — been arrested for their political views.

Given the strong ties between Canadian and Israeli academics, it seems obvious that CAUT would have even more success in fighting for prisoners of conscience in Israel than in most of the other countries on your list. Why then was Israel left off that list???

There is, of course, no great mystery here. Zionism is the one racist philosophy, and Israel is the one racist state, that are eminently popular among academics. There are, quite simply, a large number of academics in Canadian universities whose allegiance (and there is really no other word for it) to the state of Israel is virtually unbounded and who routinely endorse Israeli actions and policies that in any other context would be called "racism." Only a much smaller (if increasing) number of academics are concerned

with the tragedy that has befallen the Palestinians in the name of Zionism, and with the right of the Palestinians to live under leaders of their own choosing in a portion of their ancestral homeland.

Sponsoring prisoners of conscience in Israel then, would provoke controversy in a way that sponsoring such prisoners in Syria, South Africa, etc. does not — and that likely explains the absence of "Israel" from the CAUT's list. I find such a position to be hypocritical in the extreme.

My opinions of course are personal; UWO has not taken an official position on Israeli racism or Palestinian rights.

Michael P. Cerroll
Department of Sociology
University of Western Ontario

Likely scenario

At the core of Professor Hilborn's argument Sept. 1985 is the premise that the only danger of war in Europe comes from Soviet aggression. This thought stems from the early post war period when indeed the Soviets had military preponderance in Europe. But since then things have evened out. As he himself concedes, "without the test of combat nobody can be sure about the relative military capabilities of NATO and the Warsaw pact." The Soviet leaders cannot be certain that they can prevail. And as Richard Nixon observes in the current Foreign Affairs, "they are not madmen and they are not fools." What possible reason could they have for launching an attack in which at best they would sustain millions of casualties and at worst might trigger the wholesale nuclear destruction of their country.

A much more likely possibility is a war without any super power leader wanting one. Some grave crisis may arise between the Soviet Union and the United States, each will be frightened of the other because each will assume the worst motives of the other. Central Europe will become the most dangerous potential flashpoint because each side there has thousands of tactical nuclear weapons. In moments of high tension, it is possible, even likely, that the high command of both sides will lose control — individual commanders on either side might be tempted to begin firing their tactical nuclear weapons.

The uncertainty of which Professor Hilborn approves will only increase the chances of miscalculation. A U.S. pledge not to be the first to use nuclear weapons would be a necessary first political step to both sides giving up their tactical nuclear arms. Without the presence of tactical nuclear weapons, if an armed incident took place between the two, there would be at least a chance for reason to prevail, before the escalation into a strategic nuclear exchange. To put it another way the most likely scenario is not at another 1939 as Professor Hilborn seems to think, but another 1914 where tactical nuclear guns go off by themselves.

Joseph Levitt
Dept. of History
University of Ottawa

L'ACPU s'oppose aux bons d'études proposés par la Commission Macdonald

par Donald C. Savage
Secrétaire général
de l'ACPU

Le rapport de la Commission royale d'enquête sur l'économie, rendu public en septembre, formule d'importantes recommandations en matière d'enseignement supérieur. Elle propose de geler les subventions gouvernementales à l'enseignement supérieur et de transférer les coûts aux étudiants. La Commission recommande en outre que l'on mette un terme aux accords fiscaux actuels entre le fédéral et les provinces et que l'on accorde directement les crédits fédéraux aux universités sous forme de bons pour frais de scolarité que ces dernières récupéreraient par la suite.

À l'instar de la Commission Bovey en Ontario, la Commission Macdonald recommande une hausse substantielle des droits d'inscription et une augmentation de l'aide financière aux étudiants. En Ontario, les trois partis politiques se sont opposés aux recommandations de la Commission Bovey de limiter l'accès à l'université et de hausser substantiellement les droits d'inscription.

Par ailleurs, la Commission propose que les universités fixent

leurs propres droits d'inscription de façon à créer un système universitaire où la qualité de l'enseignement au premier cycle dans certains établissements serait délibérément amoindrie alors que dans d'autres, l'excellence y serait favorisée. "Certains offriraient probablement un enseignement à bon prix, sans fioritures, alors que d'autres offriraient un enseignement plus intensif, de plus haute qualité, visant des niveaux élevés de rendement." La Commission recommande, à l'instar de la Commission Bovey, l'adoption d'un programme de remboursement.

À l'heure actuelle, l'ACPU préconise la hausse graduelle des droits d'inscription et de l'aide financière selon le coût de la vie. Les droits d'inscription en dollars réels n'ont pas changé beaucoup en l'espace d'une génération. Les gouvernements et les universités, en général, ont donc suivi le mouvement. Un sous-comité de l'ACPU se penche actuellement sur la question des droits d'inscription et de l'aide aux étudiants. Cependant, le point de vue de l'association est que tous les étudiants qualifiés puissent avoir accès à l'université. Elle s'oppose en outre à une déréglementation des droits

d'inscription qui fermerait la porte aux étudiants à faible revenu.

L'ACPU recommande également que des études de premier cycle de qualité soient offertes dans toutes les régions du pays. Ce point est important étant donné le nombre croissant d'étudiants âgés de plus de 21 ans qui désirent s'inscrire à l'université. Nombre d'entre eux travaillent et soutiennent une famille, ce qui ne leur permet pas de s'installer dans une autre ville pour poursuivre des études. Toutefois, il est évident que les coûteux programmes d'études supérieures et de recherches en médecine, en génie et en sciences doivent être concentrés. L'ACPU, tout comme la Commission Bovey, n'est pas en faveur d'un monopole intellectuel et recommande que le gouvernement assure une certaine compétition entre les programmes d'études supérieures.

La recommandation la plus draconienne de la Commission vise à modifier le rôle du fédéral en matière d'aide financière. Elle reconnaît que le système actuel, alors que le gouvernement transfère aux provinces 2,2 milliards de dollars en subventions illimitées, ne fonctionne tout simplement pas. Elle propose

l'annulation de ces transferts et le versement des crédits aux universités par l'entremise de bons pour frais de scolarité.

La Commission a choisi délibérément le régime de bons pour frais de scolarité afin d'amener un transfert de crédits entre les provinces. L'Île-du-Prince-Édouard, Terre-Neuve, le Nouveau-Brunswick, le Manitoba, la Saskatchewan, l'Alberta et la Colombie-Britannique y perdraient au change, tandis que le Québec, l'Ontario et la Nouvelle-Écosse y gagneraient. Dans certains cas, les pertes seraient considérables. La diminution, en pourcentage, des subventions de fonctionnement (selon des statistiques de 1982-1983) serait, pour Terre-Neuve, de 8,4%, pour l'Île-du-Prince-Édouard, de 12,3%, le Nouveau-Brunswick, de 9,3%, le Manitoba, de 5,4%, la Saskatchewan, de 7,8%, l'Alberta, de 1,7% et la Colombie-Britannique, de 8,8%.

À l'heure actuelle, l'ACPU favorise la réforme du système de transfert fiscaux en vigueur de façon à ce qu'il encourage les provinces à dépenser davantage. Un régime de bons pour frais de scolarité n'offrirait pas de telles mesures d'encouragement. En fait,

comme l'a laissé entendre M. A.W. Johnson dans son rapport au Secrétaire d'État, ce régime aurait peut-être pour effet de pousser les provinces à réduire leurs dépenses car la réaction des étudiants serait probablement de demander au gouvernement fédéral d'augmenter leurs bons. Puisque les étudiants ayant le droit de vote sont nombreux, en particulier dans les comités urbains importants, les politiciens fédéraux pourraient n'avoir d'autre choix que de se plier à leurs demandes.

L'ACPU est d'avis que la réforme du système actuel est beaucoup plus probable qu'un changement en profondeur. Le projet de bons de la Commission illustre bien les limites du processus politique. Il est peu probable qu'un gouvernement fédéral conservateur réussisse à convaincre les provinces d'accepter un projet qui désavantagerait la majorité d'entre elles. Il est également peu probable que le premier ministre Mulroney propose un projet qui défavoriserait un bon nombre de gouvernements conservateurs au profit du gouvernement libéral de l'Ontario.

La Commission Macdonald propose une variante au cas où le régime de bons serait refusé. Elle recommande



Donald Macdonald

le gel des paiements de transferts fiscaux. Les fonds ainsi économisés seraient affectés aux frais indirects de la recherche universitaire, ce qui permettrait aux chercheurs chevronnés de se libérer des tâches d'enseignement. Cette solution garantirait l'achat de biens d'équipement et la création d'excellents centres de recherches spécialisées. L'ACPU est en faveur du paiement des coûts indirects de la recherche mais soutient que les crédits du fédéral doivent venir d'autres sources.

L'ACPU et la Commission s'entendent sur un point, soit de recommander un régime enregistré d'épargne pour congés de formation qui représenterait un abri fiscal pour les personnes désireuses de poursuivre des études plus tard.

Lors de sa réunion en novembre, le Bureau de direction de l'ACPU examinera ses lignes de conduite à la lumière du rapport de la Commission.

La puce à l'oreille

par Eric Devlin



Un programme important d'aide à la recherche universitaire québécois

D'ici l'été 86, quarante équipes universitaires auront reçu des subventions allant de 500 000 \$ à 1 500 000 \$ afin de faire avancer la recherche au Québec dans des secteurs de pointe identifiés par le gouvernement. Déjà 29 équipes ont été sélectionnées.

Ce programme d'aide à la recherche de 70 millions de dollars étalé sur cinq ans est une première au Québec. En effet, le gouvernement n'avait pas l'habitude d'orienter ainsi la recherche en fonction d'objectifs économiques et politiques définis lors de son célèbre virage technologique.

Cette action "structurante", comme on la désigne à Québec, doit normalement résoudre en partie plusieurs problèmes inhérents au réseau universitaire québécois.

Les maux universitaires

Le corps professoral vieillit très rapidement au Québec, surtout depuis l'abolition de la retraite obligatoire à 65 ans et les coupures de budget qui ont limité l'embauche. Ainsi entre 1973 et 1982, l'âge moyen est passé de 39,5 à 43,8 ans. En 1973, les entrées dans la profession étaient de 803, dont 530 avaient moins de 34 ans; en 1982, les entrées ont baissé à 263, dont 140 chez les plus jeunes. Selon le Conseil des universités, la moyenne d'âge du corps professoral devrait augmenter jusqu'à 47,3 en 1988 et le nombre de professeurs de moins de 35 ans diminuer au cours de cette même période.

Ce vieillissement du corps professoral a un effet sur la recherche. Le Conseil des universités établit à 20% le taux minimum nécessaire de chercheurs de moins de 35 ans pour assurer le dynamisme d'une équipe. Actuellement, ce taux ne dépasse pas 14% et les prévisions laissent croire à une

baïsse au cours des prochaines années.

Un reproche depuis plusieurs années aux chercheurs franco-québécois de ne pas aller chercher leur part aux concours des conseils subventionnaires. Ainsi au Conseil de recherche en sciences naturelles et en génie (CRSNG), le taux de participation des chercheurs franco-québécois est le plus faible au Canada avec 57 pour cent alors que la moyenne nationale est de 72 pour cent.

Un rapport publié récemment à l'Université de Montréal souligne que 40 pour cent des professeurs de cette institution sont responsables de 91 pour cent des publications de recherche. En d'autres mots, cela signifie que 60 pour cent des professeurs de l'Université de Montréal se contentent d'enseigner de six à huit heures par semaine et ne font presque pas de recherche.

Non seulement ne fait-on pas assez de place aux jeunes chercheurs mais le Québec en produit trop peu. Grosso modo, au Québec il y a deux fois et demi moins de diplômés au niveau doctorat qu'en Ontario. Le Conseil des universités avait déjà souligné le problème en faisant remarquer la taille sous-critique de certains programmes comme en sciences de la vie (moyenne de 3,4 inscrits) et en sciences naturelles et en génie (moyenne de 8,8 inscrits) ce qui n'a rien pour stimuler l'arrivée de nouveaux étudiants.

Une panacée?

Selon le gouvernement, l'aide aux quarante équipes de recherche devrait résoudre en partie les maux du système universitaire. Ainsi les équipes subventionnées engageront en moyenne quatre attachés de recherche titulaire d'un doctorat. Au bout des cinq années du programme, si les résultats sont jugés satisfaisants, le gouvernement financera de façon permanente ces nouveaux postes qui auront été attribués à des jeunes chercheurs. On assurera ainsi la relève et incitera d'autres étudiants à poursuivre leurs études. Ce sang neuf, espère-t-on, aura un effet stimulant sur la recherche.

Par ailleurs, le ministère de l'Enseignement supérieur, de la Science et de la Technologie veut par ce programme créer une masse critique de chercheurs dans certains domaines de pointe. En effet un des critères d'évaluation était la capacité de regrouper plusieurs chercheurs de différentes facultés et/ou de différentes universités autour d'un même projet de recherche.

Par exemple, une équipe qui regroupe des chercheurs de trois universités — Laval, McGill et Université du Québec à Chicoutimi — a obtenu une subvention de 1 135 000 \$

pour étudier l'application du génie génétique à la prévention des maladies génétiques dans la population québécoise. Quelques 3 000 à 5 000 colons ont engendré la population actuelle du Québec qui compte plus de six millions d'habitants. Cette recherche touchera donc les domaines de la génétique, de la biologie cellulaire, de la démographie, de l'épidémiologie, de l'histoire, de la sociologie et des mathématiques.

Une sélection sévère

C'est la première fois que le gouvernement du Québec oriente aussi directement la recherche. Les priorités avaient été définies dans le désormais célèbre document *Bâtir le Québec* qui avait identifié les secteurs dans lesquels le Québec se doit d'exceller. Cette excellence a été garantie par un comité de pairs des universités canadiennes et américaines. Il ne pouvait donc pas y avoir aucune complaisance entre collègues. De plus une évaluation sera faite dans trois ans pour s'assurer de la bonne marche des projets de recherche.

Cette sévère sélection par des pairs a fait dire au ministre Yves Bérubé: "Le Québec a des chercheurs de calibre international. Le programme leur permettra d'accélérer leur travail et d'assurer la formation d'une relève de qualité".

L'excellence des ces équipes devrait également permettre au Québec de faire meilleur figure au concours du CRSNG.

Quelques exemples

L'agriculture occupe une place importante au Québec. Il en est de même dans les projets primés. Ainsi une équipe de l'Université de Montréal s'attaquera à maîtriser les maladies infectieuses du porc tandis qu'une autre améliorera la reproduction animale grâce aux biotechnologies.

À l'Université Laval, on développera de nouvelles méthodes de contrôle de la qualité du lait et de ses dérivés, on mettra au point de nouvelles techniques de transformation, on concevra de nouveaux types de réacteurs pour la transformation bactérienne et enzymatique des produits laitiers. Pendant ce temps une autre équipe appuiera les efforts du ministère de l'Agriculture qui veut multiplier par huit la surface de culture en serre.

D'autres projets de recherche concernent l'exploration minière et la télédétection, l'utilisation du gallium en remplacement du silicium, les dispositifs microélectroniques cryogéniques, les matériaux de deuxième génération, les pâtes et papiers, etc.

MATHEWS.....1

Several national organizations also expressed concern as did Professor Mathews' colleagues and senior administrators at Carleton University.

In June Professor Mathews turned to the CAUT Academic Freedom and Tenure Committee for assistance. The Committee conducted an investigation and concluded that the reasons for the decision given in writing by the chairperson of the Simon Fraser department on behalf of a majority of his colleagues constituted a breach of academic freedom.

In discussion and correspondence with representatives of the Academic Freedom and Tenure Committee, President William Saywell emphasized that, in his view,

Simon Fraser had not infringed Professor Mathews' academic freedom and that the University fully supported the right of all Canadian faculty members to express their views freely. He indicated that in order to emphasize that the University supported academic freedom, Professor Mathews would be invited to participate as a Visiting Professor in the University's Canadian Studies Program, an interdisciplinary unit within the Faculty of Arts. Professor Mathews, following consultations with the Academic Freedom and Tenure Committee, accepted the invitation. He will spend the fall semester in 1986 at the University.

As a result of the dispute it is likely that guidelines will be developed covering exchange of faculty members between universities.

ENQUÊTE.....1

L'association prétend que cette politique n'est pas conforme aux obligations du bureau de négocier les méthodes de licenciement en vertu de l'entente sur les conditions d'emploi. L'association estime que la décision du bureau crée un précédent au Canada et menace la liberté universitaire et le principe de collégialité.

Les professeurs licenciés étaient affectés aux program-

mes d'hygiène dentaire, d'éducation industrielle, de récréologie, de communications et de technologie en éducation.

L'association des professeurs de l'Université de la Colombie-Britannique cherche également à régler le litige qui l'oppose au bureau des gouverneurs en vertu des dispositions sur les griefs et l'arbitrage de la convention collective.

SORBARA.....1

ment (\$25 million).

Funds for the first component — faculty renewal — were designed to offset "the consequences of the current abnormal age distribution of faculty" and would assure a "consistent flow of talented new faculty into the system," Mr. Sorbara said.

"The introduction of new faculty would improve the percentage of women faculty while at the same time increase the opportunities for young Canadian scholars," he said.

Addressing the research component, Mr. Sorbara made it clear that the new Ontario government recognized the importance of university research for the health of the province's economy. He said the money for research would go toward the costs of special items of research equipment, specialized experimental facilities, and highly skilled technical and professional research support staff.

The program was expected to strengthen areas of research specialization within the universities and expand their capacities to conduct resource-intensive research, Mr. Sorbara said.

The Minister said funds for the third area — library enhancement and institutional equipment — were being provided to assist the universities to expand and strengthen their library collections and to purchase state-of-the-art scientific, laboratory, computing, library and other instructional equipment.

Mr. Sorbara said Ontario's universities had suffered deterioration "as a result of a decade of chronic underfunding" and the government's initiatives represented "our initial investment in the restoration of the health of our institutions."

The initial reaction of the Ontario Confederation of University Faculty Associations to the program was very positive.

Pension case shows shortcomings of system emphasizing profits

by Richard Bellaire
CAUT staff

For the last seven years, CAUT has been attempting to help a faculty member transfer pension benefits earned at the University of Brandon to his current employer, the University of Ottawa. This case provides us with a microcosm of all the problems endemic in a pension system aimed at producing profits and not at providing benefits. It is a study of such matters as pension portability, and the question of who owns the "employer's" contributions, and who controls the pension plan.

Professor W.W. McCutcheon taught in the Department of Education at the University of Brandon from 1955 to 1967 before moving to the University of Ottawa. In those 12 years, Dr. McCutcheon accrued benefits under the Brandon Retirement plan.

When the University of Brandon introduced a new pension plan in the mid-1970's, Dr. McCutcheon inquired about having his deferred pension credits in the old Brandon plan transferred into the Ontario Secondary School Teacher's Superannuation Plan, of which he was now a member. This could have been arranged under a reciprocal agreement between Brandon's plan and the Ontario Teachers' plan.

Though reciprocal arrangements are not yet common in the pension industry, there are a number of examples of operating reciprocal arrangements which could have been used as a model. The Brandon administration and the insurance company

were sent an example of a reciprocal arrangement document.

Many of the reciprocal arrangements already in place are between public servant plans and non-governmental bodies. CAUT has lobbied long and hard for reciprocal arrangements. Such arrangements allow employees to continue to accrue pension benefits and as such do not discourage mobility. The lack of such arrangements means that changing positions can have significant financial consequences for retirement income.

The administration at Brandon referred CAUT and Dr. McCutcheon to the insurance company which operates the pension plan, Great West Life Assurance Company.

The insurance company responded in a very legalistic manner by sighting the contractual terms of the pension plan. Under this strictly legal view of the insurance company, Dr. McCutcheon was only entitled to an accrued pension benefit, to begin when he retired. The company also stated that he could withdraw his own contributions plus the interest earned by those contributions. However, if he did this he would lose the contributions put in the plan by the employer.

Great-West Life stated that a reciprocal agreement with the Ontario Teachers' Plan was not possible because of the change over in pension plans. They argued that Dr. McCutcheon's benefit was frozen.

If Dr. McCutcheon were covered by the new pension legislation in Manitoba, there would be much more flexibility in his case. The following quote is from the new regula-

tions showing the alternatives available to terminating employees:

(5.5) *Employers share of deferred life annuity.* — Notwithstanding clause (1) (c), every pension plan shall provide that not less than 1/2 of the commuted value of any deferred life annuity provided in accordance with clause (1.1) (a) shall be provided by the contributions to the plan by the employer and where a member of a pension plan becomes entitled to a deferred life annuity under clause (1.1) (a), if the value of his contributions and accumulated interest thereon exceeds 1/2 of the commuted value of the deferred life annuity, the amount of the difference shall at the option of the member either:

(a) be refunded to the member; or

(b) be used to increase the benefits under the deferred life annuity.

Because of the method used to fund pensions, where the employee's contributions tend to fund most of the benefit in the early years of employment, almost all of the pension benefit to be received by Dr. McCutcheon is being paid for by his own contributions. The employer's contribution to his pension benefit is minimal at best.

The new regulations were not made retroactive and therefore do not cover the case in question.

CAUT, in its many letters to the insurance company and to the administration at the University of Ottawa, has argued that there should be an attempt to operate at least within the spirit of the new Manitoba pension regulations in this case.

The case of Dr. McCutcheon appears to be a classic example of the "complexities" of pension plans being used as an excuse by the insurance in-

dustry and the university administration for not attempting to maximize the pension benefit to an employee.

No laws or regulations appear to have been violated by the insurance company or the administration at Brandon; yet, the result is an unfair situation with a pension plan member receiving less than he would have been entitled to under the new regulations in Manitoba.

Cases like this show clearly why laws and regulations are needed in the pension area to ensure that plan members receive their full and fair benefits and why faculty cannot rely simply on the good will of the industry. It is also the reason for the CAUT Council's advocating that the CPP benefit be increased from 25% to 50% of the average industrial wage.

Cet article traite du cas d'un professeur qui a tenté d'obtenir le transfert à l'Université d'Ottawa, son employeur actuel, des crédits de retraite qu'il avait accumulés à l'Université de Brandon. Pendant sept ans, l'ACPU l'a soutenu dans ses efforts, mais en vain. Ce cas illustre en abrégé tous les problèmes endémiques d'un système de retraite destiné à engendrer des profits et non à garantir des prestations. Il s'agit d'une étude qui porte sur la question de la transférabilité des régimes de retraite ainsi que sur celle de savoir qui est le propriétaire des "cotisations" de "l'employeur" et qui contrôle le régime de retraite.

CARLETON UNIVERSITY UNIVERSITY OF OTTAWA Joint Chair in Women's Studies

University of Ottawa and Carleton University invite applications from experienced scholars to occupy the Chair of Women's Studies at the two universities. The position is a term faculty position at the Senior Associate or Full Professor level. The successful applicant will be expected to occupy the Chair for two to five years. The Chair was established with substantial funding from the Secretary of State to further the development of women's studies in Canada. Applicants whose interests fall within the areas of science and technology, health and health-related issues or law and social policy will be given particular consideration; but applicants with interests in other areas will be considered. The holder of the Chair will be expected to undertake a combination of duties including teaching, research, public colloquia, to promote the further development of the interdisciplinary women's studies programs at both institutions. Candidates must be bilingual, with Ph.D. or equivalent and considerable research experience. Starting date for the position is September 1, 1986. Applications should be sent to:

The Chair
Joint Co-ordinating Committee for the
Chair in Women's Studies
538 King Edward Avenue
Ottawa, Ontario
K1N 6N5

Closing date for competition: December 15, 1985.
In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ CARLETON D'OTTAWA UNIVERSITY

Chaire en Etudes des Femmes

L'Université d'Ottawa et Carleton University invitent les universitaires et chercheurs d'expérience à poser leur candidature au poste de titulaire de la chaire en Etudes des femmes établie conjointement dans les deux universités. Il s'agit d'un poste à durée limitée, de deux à cinq ans, au rang de titulaire ou d'agrégé supérieur. Le chaire a été établie grâce à une subvention substantielle du Secrétariat d'Etat en vue de favoriser l'interdisciplinarité des études des femmes au Canada. Dans cette perspective on s'intéressera tout particulièrement, mais non exclusivement, aux candidats et candidates dans des domaines tels que les sciences et la technologie, la santé et le bien-être, le droit et la politique sociale.

Les fonctions de la ou du titulaire comportent, entre autres, l'enseignement, la recherche, la participation à des colloques, le tout pour promouvoir les programmes interdisciplinaires d'études des femmes offerts par les deux universités.

Les personnes intéressées doivent être bilingues, posséder un doctorat ou l'équivalent et compter plusieurs années d'expérience en recherche. L'entrée en fonction est fixée au 1er septembre 1986. Prière de faire parvenir les candidatures au:

Comité mixte de coordination pour le
Chaire en études des femmes,
538, rue King Edward,
Ottawa (Ontario)
K1N 6N5

Le concours prendra fin le 15 décembre 1985.
Conformément aux exigences d'Immigration du Canada, la présente annonce s'adresse aux citoyens canadiens(ne)s et résident(e)s permanent(e)s.

Every dollar donated to CARE multiplies through the co-operation of local governments. All donations are tax deductible.

Name:

Address:

Please send your donations to: CARE CANADA, 1312 Bank Street, Ottawa, K1S 5P7. CARE will send you an official receipt and a report on current programs.

Amount:

CARE

CARE CANADA, A MEMBER OF CARE INTERNATIONAL, IS HELPING IN MORE THAN 40 DEVELOPING COUNTRIES.

Liaison Books appoints editorial panel

Six appointments to the Editorial Advisory Panel of Liaison Books have been announced by the general editor, Allan Evans. Liaison Books is a series of paperbacks published as a joint venture by the Canadian Association of University Teachers and the University of British Columbia Press, and designed as a vehicle to link the academic world with the general reading public.

The new appointments, which are for a three-year term, are as follows:

Dr. Morrel P. Bachynski. Dr. Bachynski is president of MPB Technologies, Inc., a company he founded in 1977. A graduate of the University of Saskatchewan, Dr. Bachynski earned his PhD in Physics

from McGill University. He is co-author of the book, *The Particle Kinetics of Plasmas*, and author of more than 80 publications in scientific journals. He is a Fellow of the Royal Society of Canada, a past president of the Canadian Association of Physicists (1968-69), and a member of the Science Council of Canada. Among his awards are the Medal for Achievement in Physics (1984), the Queen's Silver Jubilee Medal (1977), the Prix Scientifique du Québec (1974), and the David Sarnoff Outstanding Achievement Award in Engineering (1963).

Dr. June V. Engel. Dr. Engel is a freelance writer who is currently on part-time staff at the University of Toronto

Medical Faculty as editor of its newsletter, *Health News*, and as a media producer. She is a graduate of University College, London, and earned her PhD in biochemistry from the University of London. She is a past president of the Canadian Science Writers Association (1981-82), and she is a regular contributor to *Chatelaine* and *The Medical Post*.

Dr. Naomi E.S. Griffiths. Dr. Griffiths is Dean of Arts at Carleton University, Ottawa, and was general editor of the CAUT Monograph Series, 1971-80. A graduate of Bedford College, London, she earned an M.A. in history from the University of New Brunswick, and a PhD from the University of London. She

is the author of three books and a number of articles and TV lectures on CTV's *University of the Air*.

Dr. Donald C. Savage. Dr. Savage is the Executive Secretary of the Canadian Association of University Teachers. A graduate of McGill University, he earned his PhD from the University of London. Prior to his appointment as Executive Secretary in 1970, he was a member of the history department of Loyola College (now part of Concordia University) in Montreal, and director of the Centre for African Studies there. He is the co-author of a book on government and labour problems in Kenya, and author of numerous articles and reviews.

Dr. Otav Slaymaker. Dr. Slaymaker is professor and head of the department of Geography at the University of British Columbia. A graduate of King's College, Cambridge, he earned his A.M. at Harvard University, and his PhD from Cambridge. He is a former president of the Faculty Association of the University of British Columbia (1978-79), and in 1984, he was elected a member of the university's Board of Governors. From 1980-84, Dr. Slaymaker was chairman of the International Geographical Union's Commission on Field Experiments in Geomorphology and work commenced under his chairmanship is scheduled to be published in three



monographs in 1985-86.

Dr. Lawrence S. Weiler. Dr. Weiler is professor and head of the department of Chemistry at the University of British Columbia. A graduate of the University of Toronto, he earned his PhD in Organic Chemistry from Harvard University in 1968. He is a fellow of the Chemical Institute of Canada and served on the executive of the Organic Division of the Chemical Institute (1977-82). He was for five years a member of the Faculty Association Executive Committee of the University of British Columbia.



Dr. Morrel Bachynski



Dr. June Engel



Dr. Naomi Griffiths



Dr. Donald Savage



Dr. Olav Slaymaker



Dr. Lawrence Weiler

1000 new faculty needed: OCUFA

TORONTO—A thousand new faculty members should be hired at Ontario universities immediately, the Ontario Confederation of University Faculty Associations (OCUFA) has told the provincial government's advisory body on university affairs.

This is one of the central recommendations in a brief presented by OCUFA to the Ontario Council on University Affairs (OCAU).

The brief states that faculty-student ratios have increased by 25% since the early 1970's, and that this situation has resulted in larger classes, more limited opportunity for student-professor interaction, and a decline in the quality of education.

OCUFA argues that its recommendation for 1,000 new hirings is a modest one. "To restore student-faculty ratios to the 1970-71 level of

13:1, the universities would have to hire 3,841 new faculty immediately. To make the student-faculty ratios 15:1, the universities would have to hire 1,445 new faculty immediately. Our suggestion of 1,000 is therefore a modest one," OCUFA says.

The organization says that the new hirings could be used to increase the number of female professors at Ontario universities. It notes that, at present, women account for only 16% of the professoriate in Ontario.

OCUFA also urges the Council to propose to the provincial government that mandatory retirement be ended by legislation. The organization is involved in two test cases to determine the legality of mandatory retirement under the Canadian Charter of Rights and Freedoms.

The OCUFA brief also contains a defence of liberal arts education.

"Future employment will require people who can adjust to unpredictable changes in the labor market and who can function in an information-based world. What is needed then, is education for learning rather than specific job

training.

"It is imperative that any planning which takes into account enrolment trends and educational needs not take away from the arts and sciences in order to finance today's high demand areas," the brief concludes.

OCUFA President Bill Jones and members of the association discussed their brief at a public hearing with OCUFA in October.

IN/PRINTS (Information was supplied by the publisher.)

FROM CONSENT TO COERCION: The Assault On Trade Union Freedoms, Leo Panitch and Donald Swartz, Garamond Press, Toronto, 1983 (paperback). A monograph originally prepared for a conference on industrial relations in 1982, suggesting that the curtailment of free collective bargaining as "temporary" measures are part of a long-term trend, and that federal and provincial governments are relying increasingly on coercive measures to subordinate workers.

THE WORLD CRISIS IN EDUCATION: The View From The Eighties, Philip H. Coombs, Oxford University Press, New York, 1985. In this sequel to "The World Educational Crisis," the author assesses the future of education in developed and developing countries; of how economic changes, political instability, and demographic changes have affected education. The book provides a comparative international perspective to help planners and policymakers deal with the educational dilemmas and opportunities in their own countries. Philip H. Coombs is Director of Strategy Studies of the International Council for Educational Development.



MCMASTER UNIVERSITY

Institute of Molecular Biology and Biotechnology

McMaster University is seeking an outstanding scientist to direct a new Institute of Molecular Biology and Biotechnology. The Director must have a strong research record in molecular biology and be capable of developing the Institute. The mandate of the Institute is to carry out basic research with possible applications to targeted research in areas such as: the molecular basis of development or the genetic manipulation of structure and function of biologically important molecules.

McMaster University is located in Hamilton, Ontario. It has a strong tradition of research in health, physical and applied sciences, and engineering.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. R.F. Childs, Dean of Science, McMaster University, Hamilton, Ontario, Canada L8S 4K1.



OCUFA Pres. Bill Jones

L'Ontario Confederation of University Faculty Associations (OCUFA) a déclaré à l'organisme gouvernemental responsable des affaires universitaires en Ontario qu'il faudrait embaucher immédiatement un millier de professeurs dans les universités ontariennes. Il s'agit de l'une des principales recommandations du mémoire qu'a présenté l'OCUFA au Conseil des affaires universitaires de l'Ontario (CAUO). Le mémoire précise que le rapport professeur-étudiants a augmenté de 25% depuis le début des années 1970, ce qui a entraîné l'accroissement du nombre d'étudiants par classe, des échanges plus limités entre les étudiants et les professeurs et une baisse de la qualité de l'enseignement.

Public support grows for BC's universities/cover

people are now recognizing that the boom days of the resource-based industry are over," said Dr. Saywell. "This is no longer an era when a young person can just quit school and go out to work but rather one when a university education has become important."

Robert Smith, President of the University of British Columbia, said he felt the support stemmed from the public's growing recognition that universities here have made serious attempts to act responsibly in doing as much internal cost cutting as possible given the poor state of the economy.

Ehor Boyanowsky, president of CUFA and the initiator of the poll, said the results had alleviated much of the uncertainty and insecurity that has riddled faculty for the past several years.

"Faculty were swallowing the line that there was no sup-



Simon Fraser University President Bill Saywell

port out there for universities and were severely demoralized, but there was no real evidence. We thought we should find out just what the real situation was in an empirical way," he said.

"Now there is no doubt that people do understand the worth of the universities and that we have a strong mandate to go out and demand what the public regards as our share."

Prof. Boyanowsky stressed, however, that there would be considerable caution exercised until the results of the second poll have been examined.

The results of the second poll, now being undertaken by a different polling firm (in

order to maintain credibility), are expected to be ready by November.

Gary Mauser, a business-administration professor at Simon Fraser University who designed both polls, cautioned that the results from the interior of the province may not be as positive given that universities are not as accessible there.

"But then again, they may be even more favourable to the idea of assigning value to a university education since many communities there are having even more resource-based economic problems than the Lower Mainland, and given the strong support from blue collar workers in the first survey," he said.

The survey, conducted in August, clearly showed that attitudes were strongly favourable towards universities, regardless of people's educational background or work.

Only 33 per cent of the 506 respondents had university educations, while another 10.5 per cent had completed technical school, and another 9.5 had finished college. Some 45.5 per cent had finished high school.

Sixty-two per cent of those polled were employed. Of those who were employed, 47 per cent held blue collar jobs, 35 per cent held white collar jobs, and a further 11.3 per cent were home-makers or students.

Fifty-seven per cent of the respondents were female and 42.5 per cent were male.

The survey covered attitudes about government funding, accessibility, quality of education, faculty and tenure.

On the issue of government funding, 40 per cent of respondents "strongly agreed" with the statement "some have said that the quality of education at B.C. universities is being threatened as a result of the present government cutbacks", while 27 per cent said they "somewhat agreed" with the statement, and 32 per cent disagreed.

When broken down further into a blue collar versus white collar context, 73.8 per cent of blue collar workers either strongly or somewhat agreed that education is being threatened as a result of cutbacks, while 59 per cent of white collar workers gave the same response.

Again, on the issue of funding, 67 per cent of the total respondents said government funding for B.C. universities was not enough, 24.6 per cent felt it was about right, and six per cent thought it was too generous. But again, blue collar workers (73%) felt more strongly than their white collar counterparts (61 per cent).

Respondents felt very strongly that B.C. universities should be supported for job training purposes to supply needed labour rather than bringing in people from outside B.C. to work, with 93.7 per cent opting for supporting B.C. universities and only five per cent choosing to hire from outside.

The widespread dissatisfaction with government spending priorities tallied with a poll on general education that was conducted almost a year ago. The results of that poll indicated that nearly 90 per cent of education professionals and 60 per cent of the public believed that school funding should be increased.

Accessibility was also a big issue with virtually unanimous agreement (93 per cent supported) that any resident of B.C. who was qualified to go to university should be able to go regardless of family income. Once again, blue collar workers were more strongly in support (94 per cent) than white collar workers (88 per cent).

Almost three quarters of the respondents (73 per cent) agreed that a university education was beneficial to a person in society today. And virtually all respondents wanted their children to go to university. Ninety-three per cent of those who had children wanted them to attend university in B.C., while 92 per cent of those who did not have children said that, if they did, they would want them to attend university.

A large majority supported both an increase in the number of programs offered as well as an increase in the number of students admitted. Sixty-seven

per cent wanted an increase in the number of programs, while 28 per cent wanted a decrease, and eight per cent said they should remain the same.

Sixty-six per cent said universities should increase the number of students admitted, while 22 per cent thought the numbers should be decreased, and six per cent thought they should remain the same.

While strongly supporting universities, Lower Mainland residents had very definite ideas as to what a university's role should be.

When offered the question "do you think universities should be mostly training people for specific jobs or should universities mostly educate people to evaluate issues", 57 per cent answered "job training" and 40 per cent opted for "education."

Blue collar workers were heavily weighted towards job training (63 per cent), while white collar workers thought both were equally important. Fifty per cent answered that universities should educate, while 47 per cent thought they should provide job training.

"Given that this is not New York, Chicago or even Toronto, but rather the hinterland, we were surprised at the number who went for the education factor," said Prof. Mauser. "We were sure most would go strictly for job training."

Respondents were also almost evenly split on the issue of whether the province would be better off investing more in private industry or more in universities for research and development. Forty-nine per cent thought more should be invested in universities while 46 per cent thought more should be invested in industries.

Virtually all respondents knew what university professors did at the university and thought they worked hard. About half knew that university professors could be granted tenure, while 40 per cent had not heard about it, and another 10 per cent refused to answer (the only refusal that drew such high percentages).

Almost 90 per cent of those who had heard of tenure could give an adequate definition. Not surprisingly, considerably more white collar workers were familiar with tenure, 70 per cent as compared to 37 per cent blue collar.

Meanwhile, more than 80 per cent agreed with the concept that tenure is important to society because it permits professors to criticize government policy.

While neither government officials or politicians have responded to the survey results, there is considerable conjecture here that they are likely to take the results from the upcoming province-wide poll into account in their next budget.

No announcements have been made but there is strong speculation that a provincial election may be in the offing



BC Premier Bill Bennett

next spring and a positive budget may be forthcoming.

"All politicians read their polls, and the closer they get to an election, the more diligent they are in reading their polls," said SFU President Saywell.

Meanwhile faculty morale has been boosted enormously and considerable knowledge has been gained for future actions.

"We can't read too much into a single poll," said Sidney Mindess, President of the UBC faculty association. "We need more to give us a better idea of whether public opinion is consistent."

"But we're relieved that we don't have to start from scratch in educating the public as to just what the role of the university is. They seem to know that and value it. It will be interesting whether the government is paying attention to the public."

Les administrateurs et les professeurs des universités de la Colombie-Britannique montrent un optimisme prudent face aux résultats d'un récent sondage d'opinion publique. En effet, il semble qu'un plus grand nombre de résidents des basses terres que l'on pensait à l'origine appuient les universités.

Commandé par la Confederation of University Faculty Association (CUFA) de la Colombie-Britannique, le sondage indique que la plupart des résidents des basses terres désapprouvent les compressions budgétaires imposées aux universités par le gouvernement et estiment que ce geste menace la qualité de l'enseignement universitaire.

En outre, le sondage révèle que la majorité des personnes interrogées croit que l'enseignement universitaire est important, que chaque citoyen qualifié de la province devrait pouvoir fréquenter l'université peu importe son revenu, qu'il faudrait admettre plus d'étudiants et offrir plus de programmes. Les résultats montrent également que la population appuie fortement les professeurs.

Les enfants dans le tiers-monde



Qui viendra à leur secours? Les enfants sont les plus vulnérables à la pauvreté. L'USC en brise le cycle avec des projets familiaux qui relèvent les revenus et les niveaux de vie, qui offrent une formation technique et enseignent le planning familial.

Organisation charitable canadienne
no 006-4758-09-10

USC Canada
Chèque ou mandat postal
à l'ordre de
M. ou Mme.
KIP 581
56 SPARKS, OTTAWA
K1P 5B1
(Prière de décrire en lettres majuscules
l'usage que vous faites de votre code postal)
S.V.P. ne pas oublier votre no. d'appartenance aux qui
vous code postal)
M. ou Mme.
KIP 581
56 SPARKS, OTTAWA
K1P 5B1
Fondée par le Dr. H. Hirschman, C.C., en 1945
Directeur général: Raymond van der Buis

Musings on mandatory retirement...

Let's face it: mandatory retirement is a terrible idea. I've always felt it was ridiculous that when a guy reaches sixty-five, no matter what shape he's in, we retire him instantly. We should be depending on our older executives. They have the experience. They have the wisdom.

In Japan, it's the older guys who are still running things. On my last trip over there, the youngest guy I talked to was seventy-five. I don't think this policy has done Japan much harm in recent years, either.

If you can still come to work at the age of sixty-five and do a good job, why should you have to leave? The retired executive has been there before and he's seen it all. He's learned a lot over the years. What is wrong with old age if the guy is healthy? People forget that our health standards have improved dramatically. If a man's okay physically and has the stamina to do the job, why wouldn't I want to use his expertise?

I've seen too many executives announce that they'll retire at fifty-five. Then when they turn fifty-five, they feel compelled to carry it through. They've said it so often that they're committed, even if they're not crazy about the idea. I think that's tragic.

Many of these guys fall apart when they retire. They've become used to the tough grind, with lots of excitement and high risks—big successes and big failures. Then they suddenly find themselves playing golf and going home for lunch. I've seen a lot of men die only a few months after they retire. Sure, working can kill you. But so can not working.

Lee Iacocca
Chief Executive Officer
of the Chrysler Corp.
1984

Variety of post-secondary education institutions concerns BC officials

by Michelle Morissette
VANCOUVER —

The Universities Council of B.C. (UCBC) is preparing a brief to the provincial government about the growing number of post-secondary degree granting institutions that fall outside the purview of the Universities Act.

Council Chairman George Morfitt said there is concern about the variety of degree granting institutions and the quality of degrees offered.

"As things stand now the post-secondary scene is very fractionalized in B.C. The colleges fall under the Ministry of Education, the universities under the Ministry of Universities and a number of institutions have their own acts. There are groups with no programs which are under no jurisdiction except that they have a business license," he said.

"How can we protect the public so that they know that the degree they are obtaining is of good quality with a fractionalized situation like that?"

Section three of the B.C. Universities Act defines three universities: the University of B.C., Simon Fraser University, and the University of Victoria.

In reality there are two more. A recent amendment to the Trinity Western College Act has created a fourth — the Fraser Valley Christian Institution, which is now known as Trinity Western University.

A fifth — City University in Vancouver — sprang up a few years ago under the Societies Act.

Council Secretary Lee Southern says several institutions can grant different kinds of degrees. The three universities, Trinity Western, and Seminary of Christ the King can grant non-divinity

degrees. The Open Learning Institute can grant a restricted number of degrees, and several more theological colleges can grant divinity degrees.

City University is, in effect, the B.C. wing of an American university based in Bellevue, Washington. The university has 21 other sites, mainly in the western United States. In Vancouver, its campus consists of one floor of a community centre.

Registered as an extra-provincial non-profit society, it issues American baccalaureate degrees and an MBA to graduates from its head office in the U.S. It does not have to follow any of the regulations that govern most other post-secondary institutions in B.C.

While it is not a member of the Association of Universities and Colleges of Canada (Trinity Western is), it is accredited by the Northwest Association of Schools and Colleges in the U.S. Its accreditation as a university there means it can call and sell itself as a university in B.C. — despite the fact that it meets few criteria normally associated with such an institution.

However, credits from the Vancouver operation cannot be transferred to B.C.'s three major universities, nor are its degrees recognized by any of the three for admission to graduate programs.

The issue of defining a university is not restricted to B.C. Ontario passed Bill 41 — an Act to Regulate the Granting of Degrees — in 1983, thereby restricting the number of institutions that were allowed to set themselves up as degree granting institutions.

Only those institutions that are authorized by an act of assembly can grant degrees, deliver programs, advertise programs and ask for a provision of fees. Degree granting institutions from outside the province must obtain the written consent of the minister.

In Alberta, the provincial government amended the University Act in 1983 to create an accrediting board charged with establishing standards for degrees other than a divinity degree.

In B.C., the issue surfaced last spring when a local MLA succeeded with a private member's bill that granted university status to Trinity Western College.

The UCBC opposed the granting of university status to the college and presented a brief questioning the wisdom of granting statutory powers to a post-secondary institution that was not under the aegis of council. The government differed and granted the institution university status.

Dean Goard, Executive Director of Universities for the provincial government, says that as long as institutions such as City University are not

misleading the public — and he says they're not — then they can operate and offer their courses in B.C.

"If Harvard or Stanford wanted to offer programs here we wouldn't stop them," he says.

He further pointed out that, since City University has continued to operate in B.C. for four years, it is obviously serving a need that is not being met at the other universities.

According to its own advertising, what City University offers is "a university without a football team, frat houses or sock hops ... for serious adults who want a no-frills, career-oriented education that is practical, affordable and accessible."

A business-oriented school, it offers bachelors degrees in business and health care administration, nursing, accounting and other areas, and a masters degree in business.

It is different from other universities in that it has virtually no entrance requirements for a B.A. degree other than requiring the candidate to be 18 years of age, it has few back-up resources (no library, for example), and its degrees are American.

Doug Arnold, City's Vice-President for planning and development says its appeal lies in its "alternative delivery system."

"Our courses are aimed at people who are already in the work force but who, for some reason or another, never finished their degree. They are evening and weekend classes and enrollment is part-time, usually on a one or two course basis."

Since the institution first opened its doors in 1981, enrollment has steadily grown from about 100 in the fall of 1981 to about 450 for the fall of 1985. Total enrollment at all 22 sites is about 6,000.

While B.C.'s three major universities won't recognize City's degrees or credits, Mr. Arnold says only one univer-

sity in the U.S. has ever refused to take City students. As well, he adds, even other Canadian institutions, such as McGill University, have accepted City degrees.

He says criticism is levelled at City by its "sisters" in B.C. because it is "different in that it doesn't cater to 18 year olds just out of high school and doesn't have a large research complement."

"We're a teaching institution who focus on working adults who don't fit into a neatly packaged category and we see no need to duplicate other institutions that are campus-oriented. For that matter, we see no need to duplicate some of their resources either, such as libraries. Our students use theirs."

Simon Fraser University reviewed City's program several years ago and wasn't satisfied with it, and has therefore refused to accept its courses for credit transfers.

UBC's senate voted in April 1981 not to recognize City University's credits for transfer or as the basis of admission to graduate studies.

UBC Registrar Kenneth Young said the "institution's approach and focus differs from what we are trying to accomplish so their courses don't mesh with our programs. They're experiential and non-traditional and as such what they do is not applicable to us."

Mr. Arnold defends the institution, however. "Our MBA is as traditional and generic an MBA program as you can ask for, and the fact that we are accredited by the Northwest Association for Schools and Colleges means that we set and keep standards. Our graduates have no problems getting into American universities, so they must be learning the necessary things."



UNIVERSITY
OF OTTAWA

Department of Visual Arts CHAIRMAN/CHAIRWOMAN

The Department of Visual Arts, an autonomous unit of the Faculty of Arts, is composed of 15 full-time professors and some 20 part-time teachers. It offers B.A. and B.F.A. programmes in three profiles: Theory and History of Arts, Studio, Photography. More than 280 students are enrolled in its programmes. Courses are offered in both official languages.

Candidates for the position should qualify for appointment at the Associate or Full professor rank, have academic and/or professional experience in one of the three areas of studies. They should also demonstrate a working knowledge of English and French.

The appointment is expected to be effective July 1, 1986 or earlier.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications must be submitted before January 15th, 1986 to:

Dr. Marcel Hamelin
Dean, Faculty of Arts
University of Ottawa
Ottawa, Ontario K1N 6N5



UNIVERSITÉ
D'OTTAWA

Département d'Arts visuels DIRECTEUR/DIRECTRICE

Le Département d'Arts visuels est une unité autonome au sein de la Faculté des Arts. Ce département bilingue compte 15 professeurs de carrière et plusieurs professeurs à temps partiel. Il offre des programmes de Baccalauréat dans trois profils: ateliers, photographie, théorie et histoire de l'Art. Plus de 280 étudiants sont inscrits à ces programmes.

Le candidat ou la candidate devra posséder les qualifications requises pour un engagement au rang de professeur agrégé ou titulaire, une expérience universitaire et/ou professionnelle dans l'un des trois profils, de même qu'une bonne connaissance du français et de l'anglais.

L'entrée en fonction est prévue au plus tard 1^{er} juillet 1986.

En conformité avec les exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

Les candidatures doivent être envoyées avant le 15 janvier 1986 à:

M. Marcel Hamelin
Doyen de la Faculté des Arts
Université d'Ottawa
Ottawa, Ontario K1N 6N5



Saint Mary's
University

CHAIRPERSON

FINANCE AND MANAGEMENT SCIENCE

Applications are invited for the position of Chairperson of the Department of Finance/Management Science. This is a tenure-track position beginning 1 September 1986.

Applicants should possess a Ph.D. in Finance, Management Science, or a closely related discipline with appropriate academic experience in either of the departmental areas. Prior administrative experience would be an asset. Rank is open. Salary is competitive.

Individuals interested in applying should submit a current vita along with the names of at least three referees to:

Dr. F. C. Miner
Dean of Commerce
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3
(902) 429-9780 ext. 2146



Le nombre croissant d'établissements d'enseignement postsecondaire décernant des diplômes en Colombie-Britannique et ne relevant pas de la loi sur les universités préoccupent les dirigeants du conseil des universités de la province. Selon le président du conseil, l'enseignement postsecondaire est fractionné et la diversité des établissements d'enseignement ainsi que la qualité des diplômes offerts sont source d'inquiétude. De plus, les trois universités définies aux termes de la loi sur les universités, soit l'Université de la Colombie-Britannique, l'Université Simon Fraser et l'Université de Vancouver, ne reconnaissent pas les diplômes décernés par ces soi-disant universités. L'auteur du présent article se penche sur la prolifération de ces établissements postsecondaires parallèles en Colombie-Britannique.

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES

NEGOCIATIONS COLLECTIVES DES PROFESSEURS DES UNIVERSITES CANADIENNES

ACADIA: Acadia University Faculty Association; Canadian Association of University Teachers; July 1976; 215; negotiations in progress.

ALBERTA: Association of the Academic Staff of the University of Alberta; CAUT; Statutory Recognition February 1982/2034; indefinite term. Salary and benefit negotiations on annual basis. AASUA represents separate units of faculty, librarians, faculty service officers and administrative and professional officers (APO).

ALGOMA: Algoma University College Faculty Association; CAUT; March 1976; 27; negotiations in progress.

ARMAND FRAPPIER: Association des professeurs de l'Institut Armand Frappier; Fédération des associations de professeurs des universités du Québec (FAPUQ)/Association canadienne des professeurs d'université (ACPU); février 1979; 36; En train de négocier.

ATHABASCA: Athabasca University Faculty Association; CAUT; Statutory Recognition February 1982; 102; indefinite term. Salary and benefit negotiations on annual basis.

BISHOP'S: Association of Professors of Bishop's University; FAPUQ/CAUT; March 1976; 73; four-year agreement expires December 31, 1986.

BRANDON: Brandon University Faculty Association; CAUT; January 1978; 184; three-year agreement expires March 31, 1988.

CALGARY: The University of Calgary Faculty Association; CAUT; Statutory Recognition February 1982; 1175; negotiations in progress.

CAPE BRETON: College of Cape Breton Faculty Association; CAUT; voluntary recognition October 1975; 61; two-year

agreement expires June 1986.

CARLETON: Carleton University Academic Staff Association; CAUT; June 1975; 641; negotiations in progress.

CONCORDIA: Concordia University Faculty Association; FAPUQ/CAUT; January 1981; 750; one-year agreement expired Dec. 31, 1984 which has been extended until May 31, 1986.

DALHOUSIE: Dalhousie Faculty Association; CAUT; November 1978; 730; three-year agreement expires June 30, 1987. Salary re-opener April 1986.

HEARST: Association des professeurs d'université de Hearst; ACPU; novembre 1982; 12; une convention de 2 ans se termine le 30 juin 1987.

INSTITUT NATIONAL DE LA RECHERCHE SCIENTIFIQUE: Syndicat du personnel de l'INRS; Centrale de l'enseignement du Québec (CEQ); mai 1973; 77; une convention de trois ans se termine le 28 février 1986.

LAKEHEAD: Lakehead University Faculty Association; CAUT; September 1979; 269/11; LUFA represents separate bargaining units of faculty and librarians. Two-year agreement for faculty expires June 30, 1987/Negotiations in progress for librarians.

LAURENTIAN: Laurentian University Faculty Association; CAUT; July 1979; 256; two-year agreement expires June 30, 1987.

LAVAL: Syndicat des professeurs de l'Université Laval; FAPUQ/ACPU; janvier 1975; 1200; une convention de trois ans se termine le 30 mai 1986.

LETHBRIDGE: University of Lethbridge Faculty Association; CAUT; Statutory recognition February 1982; 218; indefinite term. Salary and benefit negotiations on an annual basis.

Explanation of listings/Explication du contenu: (1) Université/Université; (2) Association-union, Association-syndicat; (3) Affiliation; (4) Certification date/Date d'admission; (5) Approximate number in bargaining unit/Nombre approximatif dans l'unité de négociations; (6) Status of collective agreement as of Oct. 4, 1985/Etat de la convention collective en date du 4 octobre, 1985.

MANITOBA: University of Manitoba Faculty Association; CAUT; November 1974; 1150; one-year agreement expires March 31, 1987. Salary re-opener April 1986.

MONCTON: Association des bibliothécaires et professeurs de l'Université de Moncton; ACPU; octobre 1976; 255; convention se terminant le 30 juin 1984 a été prolongée jusqu'au 30 juin 1986 et les salaires ajustés le 1er juillet 1985.

MONTREAL: Syndicat général des professeurs de l'Université de Montréal; FAPUQ/ACPU; juillet 1975; 1200; une convention de trois ans se termine le 31 mai 1987.

MOUNT ALLISON: Mount Allison Faculty Association; CAUT; August 1982; 122; two-year agreement expires June 30, 1986.

NEW BRUNSWICK: Association of the University of New Brunswick Teachers; CAUT; March 1979; 600; three-year agreement expires June 30, 1988.

NOVA SCOTIA COLLEGE OF ART & DESIGN: Faculty Union Nova Scotia College of Art & Design; CAUT; May 1985; 35; negotiations in progress.

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION: OISE Faculty Association; CAUT; voluntary recognition July 1977; 132; one-year agreement expires June 30, 1986.

OTTAWA: Association of Professors of the University of Ottawa; CAUT; January 1977; 935; three-year agreement expires

April 30, 1987.

POLYTECHNIQUE: L'Association des professeurs de l'École Polytechnique; FAPUQ/ACPU; février 1979; 170; en train de négocier.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Chicoutimi; Centrale de l'enseignement du Québec (CEQ); mai 1979; 192; une convention de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Hull; Aucune; juillet 1980; 85; une convention de trois ans se termine le 30 novembre 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec (Montréal); Confédération des syndicats nationaux (CSN); septembre 1971; 780; une convention de près de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des enseignants de l'Université du Québec dans l'Ouest; CEO; novembre 1982; 60; une convention de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Rimouski; CSN; février 1973; 150; une convention de trois ans se termine le 28 février 1986.

QUEBEC: Syndicat des professeurs de l'Université du Québec à Trois-Rivières; FAPUQ/ACPU; septembre 1971; 300; une convention de trois ans se termine le 28 février 1986.

REGINA: University of Regina Faculty Association; CAUT; May 1977 (Regina), Feb. 1978 (Admin/Tech/support), Jan. 1977 (Campion), Jan. 1977 (Luther); 540/70/16/10; URFA represents four separate bargaining units: Regina, Campion College, Luther College, and the administrative, technical and support group. One-year agreements expire June 10, 1986.

RYERSON: Ryerson Faculty Association; None; voluntary recognition 1964/582; one-year agreement.

SAINT-BONIFACE: L'Association des professeurs du Collège universitaire de Saint-Boniface; ACPU/MGEA Manitoba Government Employees Association; mars 1983; 50; en train de négocier.

SAINT-LOUIS MAILLET: Association des professeurs et bibliothécaires du centre universitaire Saint-Louis Maillet; ACPU; reconnaissance volontaire 1972/38; en train de négocier.

SAINT MARY'S: Saint Mary's University Faculty Union; CAUT; April 1974; 152/5; SMUFU represents separate bargaining units of faculty and librarians/Two-year agreement expires August 31, 1986 for faculty/Two-year agreement for librarians expires August 31, 1986.

ST. THOMAS: Faculty Association of the University of St. Thomas; CAUT; October 1976; 58; Two-year agreement expires June 30, 1986.

ST. THOMAS MORE COLLEGE: St. Thomas More College Faculty Union (1977); CAUT; May 1977; 35; Two-year agreement expires June 30, 1986.

SAINTE-ANNE: L'Association des professeurs et bibliothécaires de l'Université Sainte-Anne; ACPU; reconnaissance volontaire septem-

bre 1982; 24; three-year agreement expires June 30, 1987.

SASKATCHEWAN: University of Saskatchewan Faculty Association; none; January 1977; 980; two-year agreement expires June 30, 1986.

SHERBROOKE: Syndicat des professeurs de l'Université de Sherbrooke (SPUS); FAPUQ/ACPU; février 1974; 337; three-year agreement expires June 30, 1987.

SHIPPAGAN: L'Association des professeurs du centre universitaire de Shippagan; ACPU; reconnaissance volontaire 1978; 21; une convention de quatre ans se termine le 30 juin 1988.

TECHNICAL UNIVERSITY OF NOVA SCOTIA: Technical University of Nova Scotia Faculty Association; CAUT; February 1980; 105; two-year agreement expires June 30, 1986.

TRENT: Trent University Faculty Association; CAUT; June 1980; 183; three-year agreement expires June 30, 1987.

WINDSOR: University of Windsor Faculty Association; CAUT; December 1977; 525; three-year agreement expires June 30, 1987.

WINNIPEG: University of Winnipeg Faculty Association; CAUT; February 1981/October 1981; 215/12; UWFA represents bargaining units of faculty and Collegiate Division Instructors/two-year agreement for faculty expires March 31, 1986/ negotiations in progress for Collegiate Instructors.

YORK: York University Faculty Association; CAUT; October 1977; 980; negotiations in progress.

THE CANADIAN INSTITUTE FOR INTERNATIONAL PEACE & SECURITY

Invites Applications for the Appointment of a

DIRECTOR OF RESEARCH

The Director will be responsible for supervising the preparation of occasional and background papers on defence, arms control, disarmament and conflict resolution, a scholarship programme, and the evaluation of requests for grants from scholars and institutions to do research of interest to the Institute.

Relevant experience should therefore include adequate knowledge of academic and other subjects on these subjects, especially in Canada, and ability to manage and assess the work of others.

The term of appointment is for two to three years, renewable, beginning 1 May, 1986. Salary is negotiable. Applicants must apply before 15 January, 1986 to Sheila-Marie Cook, Director of Administration, Canadian Institute for International Peace and Security, 307 Gilmour Street, Ottawa, Canada K2P 0P7.

L'INSTITUT CANADIEN POUR LA PAIX ET LA SÉCURITÉ INTERNATIONALES

souhaite recevoir des demandes de candidature pour le poste de:

DIRECTEUR DE LA RECHERCHE

Le directeur sera chargé de surveiller la rédaction de documents de fond sur la défense, le contrôle des armements, le désarmement et le règlement de conflits, de gérer un programme de bourses et d'évaluer des demandes de subventions présentées par des spécialistes et des établissements pour des recherches pouvant intéresser l'Institut.

Le titulaire doit donc faire état d'une bonne connaissance des travaux théoriques et autres travaux en la matière, notamment dans le contexte canadien; il doit aussi avoir une bonne aptitude à gérer et à évaluer les travaux d'autrui.

La nomination renouvelable est valable pour une période de deux à trois ans, à compter du 1^{er} mai 1986. Le salaire est négociable. Les candidatures doivent être présentées avant le 15 janvier 1986 à Sheila-Marie Cook, Directeur de l'administration, Institut canadien pour la paix et la sécurité internationales, 307, rue Gilmour, Ottawa, Canada, K2P 0P7.



UNIVERSITY OF PRINCE EDWARD ISLAND

The University of Prince Edward Island requires a Director for its Research and Development Office for immediate appointment. The initial term of employment is for a period of three years.

RESPONSIBILITIES: Liaising with departments and agencies of government in discovering areas of needed research, designing appropriate projects and seeking funds; providing administrative support in the preparation of research proposals and the management of funded projects, and assisting in the coordination, as may be required, of University research projects; obtaining financial support and grant funds for research and development from various sources, governmental and private, within and outside the Province.

QUALIFICATIONS: Candidates who hold or have relevant positions in university, government or the private sector.

CLOSING DATE: November 30, 1985. Applications, with C.V. and names of referees should be submitted to:

Dr. C. W. J. Elliot

President
University of Prince Edward Island
Charlottetown, P.E.I.
C1A 4P3

Négociations/ Bargaining

Robert Léger/CAUT



In the East

A special committee of the Memorial University of Newfoundland Faculty Association had a canvass to determine the level of support for certification. Eighty-six (86%) turned out and 2/3 voted in favour. Card signing started October 7.

At UPEI, the faculty association is preparing for salary arbitration. They are negotiating financial exigency. The faculty association at Acadia University is currently negotiating. One of their proposals is affirmative action.

The Faculty Association of the University of St. Thomas negotiated salaries and other financial issues recently (salary re-opener). The settlement is as follows: A COLA increase of 4% plus a professional salary adjustment (catch-up) of 3%. The career progress increment (which does not apply to many members at the ceiling) was 5% of the assistant professor floor. It seems that the members at St. Thomas are catching up with their colleague across the street at UNB. Because it is believed that some teachers were hired in the past at salaries that were too low, a Salary Discrepancies Committee was set up with a maximum of \$10,000 to distribute. The union is trying to certify the part-time teachers in a separate bargaining unit, to be represented by the same union. Thirteen out of 16 part-time teachers signed cards and paid their dues. The certification hearing was on October 13.

The new contract at the University of New Brunswick provides for a Parity Committee whose responsibility will be to study a Supplementary Pension Plan. This plan would permit members whose age plus years of service is greater or equal to 90 to retire without an actuarial penalty. The assessment article was modified in the following way: In the past, if a member had received a tentative negative appraisal at the university level Assessment Committee, s/he had the right to answer in writing. From now on, it will also be possible for the member to appear personally before the committee.

Quebec

There are going to be a lot of negotiations in Quebec in the near future since most of the "constituantes" of the Université du Québec finish their contracts in February 1986.

The professors of the Ecole de Technologie Supérieure (U.Q.) have asked to join FAPUQ. Their union is in consultation now.

Ontario

The Carleton University Academic Staff Association was negotiating at the time of writing. Affirmative Action is an issue.

Faculty members at Laurentian University ratified a new Collective Agreement on September 13, 1985 ending a legal strike that lasted three days. The impasse in negotiations occurred primarily over the question of salary. The Laurentian University Faculty Association (LUFA) was attempting to secure an agreement that would move its members to the Ontario average. The President of CAUT, Professor E.O. Anderson, joined the picket line on September 9. Al Sharp, CAUT Vice-President (External) and Tina Head

from the CAUT office assisted with negotiations during the strike. Trustees of the CAUT Defence Fund voted unanimously to provide funds for strike pay, and for the continuation of employee contributions to benefit plans. The salary scale increase is 4 percent retroactive to July 1, 1985 and 1 percent on January 1, 1986. A cost-of-living adjustment (COLA) will come into effect on July 1, 1986. The increase for January 1, 1987 is going to be 1 percent. A special fund of \$40,000 has been established to encourage people to do more research.

Mediation broke down at York University on October 3. The main issue of concern to the faculty association was salary. A strike vote was held on October 3 and October 4 and the strike started on Tuesday morning, October 8. CAUT President Ed Anderson joined the picket line the same day. A settlement was reached rapidly which includes a salary increase of about 7.5 percent for the first year and an increase between 7.5 to 8 percent in the second year. Those increases include the PTR increment. Before the strike, the administration was proposing a clause which would have allowed the Dean to deny a sabbatical leave request if s/he judged a member's report from a previous year to be unsatisfactory. In the settlement, the administration agreed not to change the clause in this way. On the other hand, YUFA wanted to remove the Dean's current authority to cancel small classes and/or impose very large classes. The settlement doesn't resolve the issue. Finally, a committee is going to look at the issue of increasing pension contributions. The new contract provides for increased participation of members in determining the way merit increases are distributed.

In the West

At the University of Manitoba, the outstanding monetary items were decided by a "final offer selection" arbitration in August 1985. The Association proposal urged a one-year contract with a 2% increase on salary scale and on other benefits. The University proposal put forward a two-year contract with no increase on the salary scale in the first year and a 3 percent increase in the second year. The administration also wanted to change the salary structure. The arbitrator favoured the association position. In particular, he felt that the issue of salary structure should be discussed in the usual negotiating process. He added that "if the issue of the number of increments and hence the maximum level had been reaching stalemate at the bargaining table for several years, my view might be different".

The two parties agreed on the non-monetary articles. In particular, there will be free tuition remission for spouses and dependent children and five weeks vacation. In the Rights and Duties clause, there is an obligation on the part of the University to act reasonably, fairly and in good faith in dealing with faculty members. Recommendations for tenure and promotion must now take into account heavy loads in teaching, service or research. A Letter of Agreement was agreed upon by the Board of Governors and states that the Board will not declare a redundancy or financial exigency nor discontinue Instructor or Librarian continuing appointees for financial reasons solely from April 1985 to March 31, 1988. The agreement is for two years with a re-opener for monetary articles in 1986.

Au Collège Universitaire de Saint-Boniface, les négociations se poursuivent sur la question des salaires. Les professeurs sans contrat de travail depuis le 31 mars 1985.

The University of Alberta Faculty Association is preparing to negotiate contract language. One main objective is to conform to the Charter. Salary negotiations are scheduled for January.

The University of Calgary Faculty Association is preparing for its second round of negotiations. Among other things, they are proposing a legal care plan.

Fraser University Faculty Association/CAUT: 460; some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).

TORONTO: University of Toronto; Faculty Association; CAUT; 2503; special plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.

culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement. SIMON FRASER: Simon

Explanation of listings/Explication du contenu: (1) University/Université; (2) Association-union, Association-syndicat; (3) Affiliation; (4) Approximate number in bargaining unit/Nombre approximatif dans l'unité de négociations; (5) Special plan arrangement/Régime spécial.

and benefit negotiations culminating in mediation. PRINCE EDWARD ISLAND: The University of Prince Edward Island Faculty Association; CAUT; 110; annual monetary negotiations

BRITISH COLUMBIA: The University of British Columbia Faculty Association; CAUT; 2131; annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointments". GUELPH: University of Guelph Faculty Association; CAUT; 600; comprehensive agreement on terms and conditions of employment; annual salary



Student numbers are at a record high

Student numbers are at a record high again this year at Canadian universities, according to an AUCC telephone survey of preliminary fall enrolment.

For the sixth year in a row, enrolment is on the rise. Full-time undergraduate and graduate enrolment is up 1.8 per cent this fall across the country to about 460,900, despite a sharp drop in visa student numbers. The largest increase in total full-time enrolment came in Newfoundland, where student numbers climbed by 11 per cent.

Part-time enrolment, too, is growing. The survey found an estimated increase of 1.3 per cent among part-time undergraduates and 3.3 per cent among graduates.

AUCC officials point out that enrolment increases

would have been larger — by perhaps one per cent — if visa student numbers had not dropped in almost every province. Visa students are down an estimated 15 per cent, with declines of 27 per cent in Prince Edward Island, 20 per cent in Manitoba and 19 per cent in Ontario. Only Alberta and Saskatchewan showed an increase in visa student numbers this fall — up one per cent and seven per cent respectively.

Differential tuition fees may be partly responsible for the decline, speculate officials, although Manitoba does not charge higher fees for visa students. (Visa students pay surcharges in Alberta, Ontario, Québec, Nova Scotia, Prince Edward Island and New Brunswick.)

— Notes from AUCC

Le nombre d'étudiants est à la hausse

Cette année encore, le nombre d'étudiants aux universités du Canada atteint un niveau sans précédent; voilà ce qui ressort d'une enquête de l'AUCC sur la statistique préliminaire des inscriptions à l'automne, menée par téléphone. Pour la sixième année d'affilée, les inscriptions sont à la hausse. Les inscriptions à plein temps au niveau des trois cycles ont augmenté par tout le pays de 1.8 p. 100 cet automne, pour s'établir à 460,900 environ, en dépit d'une baisse marquée du nombre d'étudiants détenteurs d'un visa. La plus forte augmentation des inscriptions à plein temps a été enregistrée à Terre-Neuve où le nombre d'étudiants s'est accru de 11 p. 100.

Les inscriptions à temps partiel augmentent également. Les résultats de l'enquête révèlent une hausse estimative de 1.3 p. 100 chez les étudiants à temps partiel au niveau du 1^{er} cycle et une hausse de 3.3 p. 100 au niveau des 2^{es} et 3^{es} cycles.

Les dirigeants de l'AUCC font remarquer que les

augmentations des inscriptions auraient été plus élevées, — peut-être de 1 p. 100, — si le nombre d'étudiants détenteurs d'un visa n'avait pas accusé une baisse dans presque toutes les provinces. Le nombre d'étudiants détenteurs d'un visa est tombé de 15 p. 100 estimativement, la baisse ayant été de 27 p. 100 dans l'Île-du-Prince-Édouard, de 20 p. 100 au Manitoba et de 19 p. 100 en Ontario. Ce n'est qu'en Alberta et en Saskatchewan que le nombre de ces étudiants a augmenté cet automne, — de 1 et de 7 p. 100, respectivement.

Les droits différenciés de scolarité expliquent peut-être en partie le déclin, d'expliquer les cadres supérieurs, bien que le Manitoba n'impose pas de droits plus élevés aux étudiants détenteurs d'un visa. (Les étudiants détenteurs d'un visa ont à acquitter des droits supplémentaires en Alberta, dans l'Île-du-Prince-Édouard, au Québec, en Nouvelle-Écosse, en Ontario et au Nouveau-Brunswick.)

— Info de l'aucc

SPECIAL PLAN BARGAINING AT CANADIAN UNIVERSITIES / REGIMES SPECIAUX DANS LES UNIVERSITES CANADIENNES

NSCUFA Status of Women Comm. files progress report

by Jane Gordon
Mount St. Vincent University
Chair, NSCUFA Status of
Women Committee

Last spring I received a copy of an OCUGA mailing announcing the creation of a Status of Women Committee under its aegis. I was astonished to learn that the NSCUFA Status of Women Committee, which I chair, was until then unique among provincial organizations of faculty associations in Canada.

In doing some research for this article, it became clear that the links between provincial and national concerns of faculty for the employment conditions of women were direct. The NSCUFA Committee was founded when CAUT abolished a distinct Status of Women Committee and integrated its activities on behalf of women into the efforts of the Standing Committees at that time (Academic Freedom and Tenure, Collective Bargaining, and Economic Benefits).

Despite the abolition of the CAUT Committee there was still support in NSCUFA for a special effort on behalf of women faculty. Its Executive created a Status of Women Committee in the fall of 1979,

adding it to its roster of standing committees. The terms of reference, dated December 3, 1979, outlined its tasks and provided a framework under which the committee still operates. Among the responsibilities, as outlined by NSCUFA, are: to examine the terms and conditions of employment of women working at Nova Scotian institutions of higher education, including salaries, benefits, promotion, appointments, tenure and administrative responsibilities; to document relevant inequities and to make suitable policy recommendations to council.

The Committee was also mandated to cooperate with the national initiatives of CAUT, to prepare recommendations and submissions for government, and to communicate with Status of Women committees at individual institutions as well as with the media. The basis for all the work the committee has undertaken in the past six years lies in these original terms of reference.

Even as the NSCUFA Executive was discussing the creation of the committee, the concern was expressed that participation be as broadly based as possible. Each faculty association in NSCUFA

was contacted and invited to send a representative to the committee. Some have not yet responded and others now send two. The representatives from the farthest flung institutions in the province, when they have been appointed, have been corresponding rather than attending members. The Committee, based on representation of different universities, is, therefore, in close touch with current issues at each university and is able to respond to the common interests and needs of women faculty.

The first meeting of the committee was held in January, 1980, with representatives of Dalhousie, Mount St. Vincent, NSCAD, Saint Francis Xavier and Saint Mary's in attendance. Originally, the committee decided not to have officers, but Toni Laidlaw of Dalhousie University eventually became its first chair. The Executive Director and Administrative Assistant of NSCUFA attend all committee meetings and one member of the NSCUFA Executive is also on the Status of Women Committee. The Committee met regularly from 1980 to the end of the 1983 academic year. There then followed a period of relative inactivity. The committee was reactivated in January, 1985.

Since its inception, the

NSCUFA Status of Women Committee has undertaken several major projects. Its concern with the terms and conditions of employment led to the development of a study on hiring, tenure and promotion policies of the Nova Scotia universities. Begun under the leadership of Toni Laidlaw, this project developed a detailed standardized questionnaire on hiring practices, as well as shorter but formalized questions on the granting of tenure and promotions. The committee used its representatives at the various institutions as contact people, but requested university administrators to complete the questionnaires. Cooperation was excellent. Substantial data was collected for three years from the universities concerned.

The current committee is attempting to get current data, as well as fill in, when possible, for the missing years. Jane Cunningham of the NSCUFA staff is presently entering the data for analysis, and the committee expects to undertake analysis of the data shortly and write up the findings of the study during this academic year. Although this report has been a long time in the making, the current log-jam has been broken. The current committee is anticipating some valuable insights from this material.

The other major project of the committee in its early stage was the preparation and publication of a report, *Her and His: Language of Equal Value*, by Wendy Katz published in 1981. Copies of this are still available from the NSCUFA office for \$2.50. This report, prepared with the financial assistance of CAUT, examined sexism in language in the university context and suggested guidelines for non-sexist use of language. It is unfortunate that many of these suggestions are still relevant at the present time.

While these projects represent the major undertakings of the NSCUFA Status of Women Committee, it has also been involved in other events. Members helped organize the CAUT Status of Women Workshop held in Halifax in 1983, cooperated with other women's groups concerned about economic issues in sharing information and providing resource people, and worked within their own associations for improvement of the working conditions of faculty women. Individual committee members have been on university-based Status of Women committees, for example.

Committee members — particularly those who come from institutions where women colleagues are few — also find the chance to meet

with each other an educational, supportive and strengthening experience. The networking effect of the NSCUFA committee is important, and the CAUT Status of Women Committee is presently trying to do the same thing on a nationwide basis.

The current committee has several goals in mind for the next year. These include analysis of data from the hiring/promotion/tenure study and the development of an educational effort in the area of sexual harassment in the workplace. Members are also concerned with the implementation of CAUT Guidelines in the area of Parental Leave. There had been extensive discussion in April based on the CAUT Status of Women Committee proposed guidelines on parental leave and positive action, and input from here was channelled to Council delegates. We maintain in close contact with the CAUT Status of Women Committee, where Jane Gordon has recently begun a term. Committee concerns are presented regularly to the NSCUFA Executive for discussion and action. Committee members recognize that this work is ongoing, and were encouraged at the creation of OCUGA's Status of Women Committee last spring.

Now how about other provincial associations?

THE INSTITUTE OF LAW RESEARCH AND REFORM EDMONTON, ALBERTA DIRECTOR

The Institute is an independent body established by the Law Society, the Attorney General and the University of Alberta, to act as Alberta's law reform commission. The Director is not only both a member of the policy-making Board and an active researcher and writer, but is responsible as the Institute's chief executive officer for advising the Board and implementing its policies; managing the work and professional staff, and maintaining good relations with Government, funding bodies, the legal profession, and the public. The close relationship with the Faculty of Law also means that in appropriate circumstances the Director may teach a course in the LL.B. program.

The successful candidate will be a senior person with a demonstrated interest in law reform. Experience in both management and legal research and writing will be evident from existing service in a law reform agency, the practice of law, law teaching or government. A knowledge of the social, economic and political environment of Alberta is essential. Membership or eligibility for membership of the Law Society of Alberta is desirable.

The appointment will be a joint one by the Institute and the University of Alberta, carrying with it academic rank in the Faculty of Law. It is likely to be for a 5 year renewable term commencing July 1, 1986 or earlier, with salary and benefits within the range appropriate for a senior administrative officer of the University. If participation in the University pension plan is not possible, appropriate arrangements are negotiable.

Written nominations or applications for the position, accompanied in the latter case by a resume and the names of three referees, should be submitted by December 5, 1985 to W. E. Wilson Esq., Q.C., Chairman, Institute of Law Research and Reform, c/o Bryan, Wilson, 2600 Main St. E., 10180 — 101st Street, Edmonton, Alberta, T5J 3Y2.

What would
you like to be
when you grow
up?
Alive!

Unicef Canada (Y)



There's still a long way to go...

One hundred years ago, Margaret Florence Newcombe graduated from Dalhousie University. A member of the class of 1885, she made history as the first woman to graduate from that university. In recognition of the event, a Centennial Day celebration was held at Dalhousie on October 19 during which four prominent women, three of them Dalhousie grads, were awarded honorary degrees. The three grads represented more than half a century at Dalhousie. Anna Creighton Laing, a well-known ophthalmologist, graduated in 1922. Margaret Doody, English professor and novelist, received a BA in 1960, and astronaut Kathryn Sullivan obtained her PhD in 1978.

Prof. Judith Fingard was chair of the women's centenary committee. In preparing for the event, Prof. Fingard learned that Dalhousie, over the course of its history, has been a sexist institution, where females were once a powerless minority. Neither female students nor staff were considered equal to their male counterparts. It's been a constant struggle for equality since then and the battle continues.

Consider some examples:

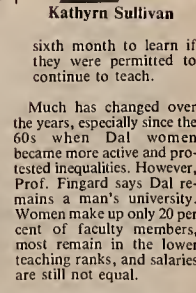
- In the 1800s, females were barred from law study, the gymnasium and the library reading room.
- A major achievement for women between 1910-20 was their admission as faculty members. However, they were treated as cheap labor, inferior to their male counterparts.
- In the 1930s, a faculty woman was dismissed for divorcing her husband.
- In 1949, Professor Germaine Lafeuille



Margaret Doody



Anna Creighton Laing



Kathryn Sullivan

- resigned saying Dal was "too predominantly a man's college for a woman to wish to stay too long."
- In 1950, President Kerr (1945-63) approved a ruling that female faculty married to male faculty could not advance beyond the status of lecturer. (When such wives were employed, their appointments were to be one year at a time only.)
- Until 1969/70, pregnant women on faculty reported to the personnel director in their

sixth month to learn if they were permitted to continue to teach.

Much has changed over the years, especially since the 60s when Dal women became more active and protested inequalities. However, Prof. Fingard says Dal remains a man's university. Women make up only 20 per cent of faculty members, most remain in the lower teaching ranks, and salaries are still not equal.

Thus, while the advances for university women over the past century have been significant, there's still a long way to go.

Affirmative action needed to boost women academics

by Jeanne Inch

This article is reprinted from UNB perspectives.

The University of New Brunswick is no exception to the rule that female faculty in Canada are not only fewer in number than males, but also are 'ghettoized' in part-time and non-tenure tract positions and in traditional female disciplines.

As of September, 1985, women faculty at UNB represent 19 per cent of the full-time faculty. (UNB personnel services). In 1983-84, women faculty represented 15 per cent of full-time faculty in Canadian universities (Statistics Canada).

Rectifying this situation, according to Physics professor Allan Sharp, President of the Association of University of New Brunswick Teachers (AUNBT) requires affirmative action. (Dr. Sharp is also Vice-President of the CAUT.)

He recommends UNB follow the route taken last year by the University of Western Ontario which plans to hire 50 female faculty over the next five years. Dr. Sharp says the plan works this way: "If a department can identify a woman whom it considers to be a potentially outstanding faculty member, it can have a position created for her." The new positions are funded by mortgaging some of the future replacements of retiring faculty.

"This is actually an inducement for departments to recruit very high calibre women and get an extra faculty position that would otherwise not be available." It has the added benefit of "getting high-profile women as role models for students," Dr. Sharp says.

Joining AUNBT in its call for deliberate hiring of female faculty, are the CAUT and UNB's Advisory Committee on the Status of Women, chaired by Gillian Thompson,

History.

Unfortunately, the current economic climate permits the actual hiring of very few faculty — male or female. Since the early 1970s, there have been a limited number of jobs open at Canadian universities because of government cutbacks in funding, says Dr. Sharp. There are many qualified academics, both male and female, who are holding on through part-time or sessional appointments.

By the end of the 1990s, the situation will have reversed itself. About half the faculty at UNB will turn over in the 1990s, as those hired in the boom years of the late 1950s and 1960s retire. Dr. Sharp says Canadian graduate schools do not have enrolments to meet this demand and should be doing more to increase the enrolment of women.

The second step UNB can take towards creating equality between its male and female faculty, is to take into account the systemic differences between men and women when allocating credit for past experience and research, says Dr. Sharp. For example, a woman who takes a year off from her PhD studies to have a baby may appear, on paper at least, to be behind her male counterparts.

Most women academics delay starting families until after they finish their studies and obtain jobs. At UNB, women are typically hired at age 30 and therefore considered for tenure at about age 37. But it is during these years that women faculty are most likely to start their families, Dr. Sharp says. "They run the risk of not having the same chance as male colleagues to make the necessary impression expected by the tenure committee."

Women and men who choose to work part-time or have a reduced teaching load to help with child rearing, may be considered by colleagues as less than serious about their work. "That's a problem in our society. Work that makes money is viewed as a good deal more valuable than raising children," Dr. Sharp says.

He also believes UNB should introduce formal procedures and policies to encourage women's participation in non-traditional disciplines. This could be done

through scholarships for female students entering, for example, engineering.

Improved provisions for maternity leave and for adoptive leave for women and single men were included in the latest agreement between UNB and AUNBT. Dr. Sharp says leaving married men out of the adoptive leave clause "enhances and perpetuates the view of women as being child rearing, which is part of the systemic problem women face."

AUNBT also has a provision for temporary workload reductions, which is found in few collective agreements at Canadian universities. These reductions must not be more than half the normal workload, and have a faculty reduction in salary plus full benefits. They are open to tenured faculty and "continuing employees" such as librarians and instructors with at least five years experience.

Although most of these workload reductions are taken by faculty approaching retirement, a few are used by women having babies or people doing contract work outside the university. The salary is cut but the benefits are maintained at the full level.

UNB is also in a unique position regarding salary, says Dr. Sharp. Nationally, women are paid less than men; at UNB, both the administration and the AUNBT believe this situation has been rectified. When the first collective agreement was signed in 1979, an adjustment committee was set up to identify salaries that were anomalously low and to make disbursements to bring them in line.

There is, however, still a chance women will end up with lower salaries in the initial hiring, says Jennie Hornosty, sociology. "When you have a collective agreement which covers everyone, there is a similarity in salaries. But a lot of people, when hired, are able to negotiate a starting salary and credit for years of experience," says Dr. Hornosty.

"It would be easy for a female, with a PhD and four years of experience, hired as an assistant professor, to get a lower salary than a male of equal qualifications because the male perhaps knows the ropes or is more aggressive," she says. In addition, there is no longer an adjustment committee to monitor salaries.

Dr. Thompson is concerned about the insecure position of sessional lecturers with less than one-year appointments and part-time lecturers, who are not covered in the AUNBT agreement. The Academic Women's Association has provided a forum in which these women can discuss their dilemma.

Both Dr. Thompson and Dr. Sharp agree that sessional appointees are treated better here in salary and benefits than at many other Canadian universities.

On another front, the CAUT's Status of Women

Committee was given greater credibility and strength this past year. Now a standing committee, its chairperson is a member of the CAUT board. It has two projects on its agenda for 1985-86, says Dr. Hornosty, a member of the committee.

The first is to look at the procedures for tenure and promotion and how that has an impact on women. The second is to set up a network of at least two people on each campus across the country. These people will help educate the predominantly male faculty associations about the special problems of female faculty members.

CAUT hopes to persuade faculty associations to push for a provision in their collective agreements which would assure that, if there are a male



Sociology Professor Jennie Hornosty

and a female of equal qualifications, the female is hired. It is also stressing the need for provisions for parental leave for both fathers and

mothers, for parents to take time off when their children are sick, and for options for job sharing or working part-time without losing status.

WHO: CAUT STATUS OF WOMEN COMMITTEE
WHAT: Annual Workshop
WHEN: January 31-February 1, 1986
WHERE: The Palliser, 133-9th Ave. S.W., Calgary, Alberta
WHY: To join us at these exciting sessions

(Jan. 31)

*employment equity (speaker to be confirmed)
 *academic salary discrimination (Jeremiah Allen, CAUT Economic Benefits Committee)
 *dinner address by the Alberta Minister of Advanced Education

(Feb. 1)

*human rights and pay equity in Manitoba (Claudia Whiglit, Manitoba Human Rights Commission)
 *parental leave (Jane Gordon, CAUT Status of Women Committee)
 *positive action in the university (Donald Savage, CAUT Executive Secretary and Denis Smith, Dean (Social Sciences), University of Western Ontario)

Registration fee:

\$50.00 per person (includes materials, dinner and buffet luncheon); Friday-only \$25.00; Saturday-only \$25.00.

Accommodation:

A limited number of rooms have been reserved at The Palliser at \$65.00 per night, single or double.

REGISTRATION DEADLINE: JANUARY 10, 1986

Completed form and cheque (payable to CAUT) should be mailed to: Joan Gaetz, The University of Calgary Faculty Association, Science Bldg. A, Room 218, Calgary, Alberta, T2N 1N4. For more information, telephone Joan Gaetz (403-220-5722/6012) or Colette Deschamps (613-237-6885).

REGISTRATION FORM

Name _____
 Address: _____
 Home Telephone: _____ Office Telephone: _____
 Affiliation: _____
 I plan to attend: Friday and Saturday _____;
 Friday only _____; Saturday only _____
 Please book hotel accommodation for nights
 of: Jan. 30 _____; Jan. 31 _____; Feb. 1 _____
 Single _____ Double _____

Please advise Joan Gaetz of any changes. Enclose cheque payable to CAUT for registration fee.

L'Université du Nouveau-Brunswick ne fait pas exception à la règle selon laquelle non seulement les femmes professeurs, dans les universités canadiennes, sont moins nombreuses que leurs collègues masculins, mais elles sont aussi confinées des postes à temps partiel et non permanents dans des disciplines traditionnellement réservées aux femmes. Le présent article décrit, avec des références à l'Université du Nouveau-Brunswick, quelques uns des problèmes auxquels font face les femmes pour obtenir une crédibilité et avancer dans leur carrière. Il souligne les progrès accomplis à cet effet à l'Université du Nouveau-Brunswick et propose d'autres étapes à suivre pour améliorer la condition féminine.



Prof. Gillian Thompson

Briefly...briefly...

Volcano named after Dal prof

HALIFAX — Marcos Zentilli, Chairman of Dalhousie's Geology Department, has a great claim-to-fame to brag about to his grandchildren — he has a volcano named after him! Mount Zentilli is a one-time steaming and spewing volcano in the southern Andes of Chile. The now dormant volcano, which for hundreds of thousands of years had only been identified by measures of latitude and longitude, was named by a group of British and Chilean geologists. It seems they got frustrated with constant references to a nameless volcano. Since Zentilli had spent a considerable amount of time studying and sampling the area over a decade ago, it seemed fitting that his name should go down in geological records. Prof. Zentilli himself only learned of the naming recently by chance while browsing through a geological journal.

Lougheed to serve as visiting professor

EDMONTON — Peter Lougheed, former Premier of Alberta, will become a member of the Political Science Department as a visiting professor and resource person at his alma mater during the 1986 winter term. Mr. Lougheed obtained his bachelor's degree from the University of Alberta in 1951 and L.L.B. in 1952. He will lead a series of seminars in a senior U. of A. undergraduate course "Selected problems in Canadian government". Among the topics to be covered by Mr. Lougheed are the selection of cabinets and the dynamics of leadership conventions.

Douzième anniversaire de l'Ecole polytechnique

THIÈS, SÉNÉGAL — C'est en 1966, lors d'une visite au Canada du président du Sénégal, M. Léopold Senghor, que sont amorcées les premières discussions sur la création d'une école polytechnique à Thiès. En 1970, l'Agence canadienne de coopération internationale se voit confier le mandat de mener à bien ce projet et demande la collaboration de l'Ecole polytechnique de Montréal. L'école de Thiès, dont l'ouverture a eu lieu en 1973, a pour mandat de former des ingénieurs selon le modèle nord-américain.

Chargés de mettre l'Ecole polytechnique de Thiès sur pied et d'assurer la formation des étudiants, l'Ecole polytechnique de Montréal et son Centre de coopération internationale ont la responsabilité première de garantir la sénégalisation de

l'Ecole en adaptant graduellement le programme d'études et de recherches aux réalités de ce pays du Sahel et en formant des ingénieurs capables de remplacer les coopérants canadiens à la direction de l'établissement. Douze ans et près de 250 diplômés plus tard, cet objectif primordial se dessine à l'horizon.

Il y a quelques semaines, la remise d'un diplôme d'ingénieurs à 43 étudiants du Sénégal et de quelques pays voisins a souligné le douzième anniversaire de l'Ecole polytechnique de Thiès.

SFU — China ties strengthened

VANCOUVER — Simon Fraser University has strengthened its academic ties with the People's Republic of China with the signing of an academic exchange agreement with Jilin University. A delegation from Jilin, headed by Guo Wen-yan, the university's vice-president for administration, personnel and finance, visited SFU for the official signing Sept. 6. Jilin is one of China's key universities and receives better funding and attracts better students. Located in Northeastern China, it emphasizes arts and science programs. Simon Fraser already has agreements with Jinan University in Guangzhou and the Institute of Contemporary International Relations in Beijing. The new agreement provides for exchanges of books and reference material, cooperation in areas of mutual research interest and exchanges of faculty members and students.

En janvier 1984: seulement 5% des diplômés de l'U de M en chômage

MONTREAL — Au début de janvier 1984, 5% de ceux qui avaient obtenu, en 1983, un bacc ou une maîtrise de l'Université de Montréal étaient ni aux études ni au travail et donc en chômage. Par contre, 54% travaillaient à temps plein, 34% étudiaient à temps plein, tandis que 8% étaient à la fois aux études et au travail. C'est ce que révèle la plus récente enquête *Que sont-ils devenus* menée par l'Université de Montréal en janvier 1984 et qui vient d'être publiée. On a expédié 3,895 questionnaires aux diplômés de l'année précédente et un peu plus de 49% y ont répondu.

Guelph forms tie with United Nations U.

GUELPH — The University of Guelph has become the first Canadian institution to be associated with the United Nations University (UNU). As a result of this collaboration, scholars from Third World countries can come to Guelph to carry out research in areas of biotechnology as it relates to food, nutrition and poverty. Guelph's first UNU fellow is Abdullah Sipat of the University of Petronian Malaysia. The UNU was established in 1975 to improve the training of scientific and technical

people in the Third World. There are no undergraduates, but the institution provides fellowships of from three months to two years for intensive study around the world.

Men of peace honoured by Queen's

KINGSTON — "East" will meet "West" at Queen's University's convocation ceremonies November 2 when two internationally-renowned humanitarians receive honorary degrees. The Soviet and U.S. co-founders of the 1985 Nobel Prize winning organization, International Physicians for the Prevention of Nuclear War (IPPNW), Eugene Chazov and Bernard Lown, are to be honoured by the university for their outstanding contributions to world peace. IPPNW is a non-political federation of national groups dedicated to mobilizing the medical profession against nuclear weapons. It was formed in 1980 as the result of an exchange of letters between Dr. Lown and Dr. Chazov, who had a longstanding professional association as cardiologists. Today the federation includes 140,000 doctors in 40 nations, including Canada.

Election d'un nouveau président de l'AUCC AUCC elects new president

CHARLOTTETOWN — Le recteur de la McGill University, M. David L. Johnston, a été élu président de l'Association des Universités et Collèges du Canada (AUCC), à l'assemblée générale annuelle de l'Association tenue à Charlottetown, le 3 octobre. * McGill University Principal David L. Johnston was elected President of the Association of Universities and Colleges of Canada (AUCC) at the Association's annual general meeting in Charlottetown, October 3. The post was formerly held by Dalhousie University president W. Andrew MacKay.

Canada's first Chair in Women's Studies

HALIFAX — The appointment of Professor Thelma McCormack to Mount Saint Vincent University's Chair in Women's Studies — the first in Canada — has been announced by Mount President Dr. E. Margaret Fulton. Professor McCormack is with the Department of Sociology, York University, and has obtained a leave of absence to take up the one-year Halifax appointment to begin Jan. 1, 1986. Educated at the University of Wisconsin and Columbia University, Professor McCormack is well-known across Canada for her research and has lectured widely on women's issues. She has also written and lectured extensively on communications and the mass media. The chair, established with a \$500,000 federal government grant, is designed to bring visiting scholars in women's studies (or persons in public life who have contributed to the advancement of women) to the university.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

ABILITY, MERIT & MEASUREMENT: Mental Testing and English Education 1880-1940. Gillian Sutherland, Oxford Univ. Press, Toronto, 1984. An historical investigation of the initial impact on English education of mental testing, including a chapter on the developing concern for the identification and proper care of mentally handicapped children. The book concludes with a consideration of English versions of meritocracy. Gillian Sutherland teaches at Cambridge.

NUCLEAR WAR: Philosophical Perspectives, ed. by Michael Allen Fox and Leo Groarke, Peter Lang, New York, 1985. "The momentum of the nuclear arms race is sustained by serious forms of conceptual confusion and distorted thinking..." This collection of 26 articles and commentaries by several of North America's foremost philosophers reflects varied political perspectives. Among the topics are Nuclear Dilemmas, The Individual And The State, The Environment, Conceptual and Psychological Dilemmas, and The Pursuit of Peace. The editors teach at Queen's Univ. and Wilfrid Laurier, respectively.

Bouchard will press for more research money

The case for increased research funding by government will have to be a strong one if it is to compete successfully with the many other demands on the public purse, says the man charged with arguing that case before the federal cabinet.

In an address to the National Conference on Research Funding for the Humanities and Social Sciences held in Edmonton in October, the newly appointed Secretary of State, Benoit Bouchard, said

he believes the case is strong for increased research funding and that it would be highly desirable to increase investments in all fields of scholarship and research.

But, he told the gathering of academics, he will need the support of the research community to convince others of the importance of research in the humanities and social sciences for the future of Canadian society.

"The challenge for you, and for me," Mr. Bouchard said,

"is to show that humanities and social science research can and does address questions of importance in Canadian society."

"The challenge is to show, both in the short term and in the long term, that your work helps Canadians to view the issues with deeper insight and clearer understanding. This is important to ensure an informed Canadian public, as well as to enlighten politicians and other decision-makers."

Mr. Bouchard will be pressing the case for increased funding for the Social Sciences and Humanities Research Council (SSHRC) when the federal Cabinet convenes this fall to determine future funding for the three major granting councils. At the same time, the Minister of State for Science and Technology, Tom Siddon, will be seeking added support for the Natural Sciences and Engineering Research Council (NSERC), and soon after the Minister of Health, Jake Epp, will be putting the case for future Medical Research Council (MRC) funding.

In his address, Mr. Bouchard pointed to the fact

that, in the past, funding for the three councils had been considered separately. This year, he said, the government would be considering the balance of funding among the councils and encouraging greater coordination by the councils of their respective efforts. Mr. Bouchard said that such an approach offered "an opportunity to increase awareness of the vital contributions of the human sciences in relation to the often better understood work of the medical, natural sciences and engineering fields."

The new Secretary of State also affirmed his belief in the fundamental importance of basic research.

"The entire research enterprise derives from the intellectual curiosity of those who seek to expand the frontiers of knowledge... Without the opportunity to explore new ideas, the community of scholars and researchers will be unable to make its full contribution to our society."

At the same time, Mr. Bouchard stressed the need for strategic research — that directed by the government toward specified themes. He



Sec. of State Bouchard

cited the areas of aging, women, the disabled, youth, bilingualism and multiculturalism as a few of the themes meriting research concentration.

The conference, which was hosted by the University of Alberta, attracted scholars and experts from across the country. It examined such areas as research needs; social, economic and cultural contributions that research in the humanities and social sciences can make; and corporate and governmental policies concerning research funding for the humanities and social sciences.

E. Patrick McQuaid

South of the border



Illiteracy in America

Now this: a full third of the American public are prey to the 20-second paid political announcement as a primary source for news and information.

The number of Americans described in recent studies as "functionally illiterate" exceeds the number of Americans who voted for Ronald Reagan in 1980 by 16 million. That is not to say that with a more educated populace America would have a different chief of state. It does suggest, however, that government of, for and by the people is little more than a turn of phrase when a third of the people are effectively left out.

According to the studies, 60 million Americans can read neither the front page nor the equal opportunity employment ads in the back of a newspaper, a simple restaurant menu, the poison warning on household chemicals — much less the antidote, should their child swallow some.

99% of America literate?

For a survey on local literacy, the editor of one newspaper ruled out a door-to-door sampling and mused about running a coupon on the editorial page, asking readers to send in the information themselves. While that idea was quickly dismissed, it is precisely how the U.S. Census Bureau determined that 99 percent of America is literate.

The government defines literacy in census data by levels of educational attainment. A person who has not completed the 8th grade is considered functionally illiterate.

In 1979, researchers with the Ford Foundation dismissed grade-completion levels as an adequate determinant of literacy. They favoured measures pioneered by Norvell Northcutt, who directed a University of Texas at Austin study identifying 65 areas of competence necessary for survival in adult society. But with six years of continued study, the Ford people have found that statistics based on grade-completion

and those drawn from Northcutt's "Adult Performance Level" were extremely close.

Northcutt used real world yardsticks for measuring literacy. He asked his subjects, for example, to examine a paycheck and stub listing the usual tax and employer's deductions. He concluded that 26 percent of adult Americans cannot determine if their paycheck is correct, that 36 percent cannot fill in the correct number of exemptions on an income tax statement, that 22 percent cannot address a letter that the Post Office would guarantee would reach its destination — or 24 percent correctly write their own address.

In Princeton, the Educational Testing Service recently announced it will report next spring on its findings from the National Assessment of Educational Progress, which began in 1983 with funding from the National Institute of Education. ETS researchers tape-recorded interviews with 3,700 young adults and used world almanacs, newspapers and other instruments similar to those employed by Northcutt.

U.S. ranks 49th in literacy among U.N. members

Using Northcutt's standards, the former U.S. Office of Education estimated during the early 1970's that 57 million adults lacked necessary competencies to fully participate in a literate world. The Ford Foundation now says 60 million-plus is a reasonable estimate for adult literacy in the United States today and a Harvard study pegs that total somewhere between 75 to 78 million.

There is an abundance of circumstantial evidence to support these numbers. The U.S. ranks 25th worldwide in the number of hardcover book sales per capita, according to publishing industry figures, and 49th in literacy among 158 member-states of the United Nations.

What's worse, the standards of literacy are ever-changing to meet new social demands, and how Americans competed in the past may be a less urgent consideration than how this generation will fare in the very near future.

"The world is moving into a technological-information age in which full participation in education, the sciences, business, industry and the professions requires increasing levels of literacy," concludes a U.S. Department of Education report, *Towards Becoming a Nation of Readers*. "What was a satisfactory level of literacy in 1950 probably will be marginal by the year 2000."

And what is being done to combat adult illiteracy? The Reagan government, which has allocated \$100 million — \$1.65 per adult illiterate — is now laying plans to cut that annual expenditure in half.

Illiteracy is not a problem segregated to America's minority populations, though Hispanics rank highest, followed by

Black Americans. Sixteen percent of White America is considered functionally illiterate, according to the studies. The highest concentration of illiterates is to be found behind bars, and students enrolled at America's two-year junior colleges are scoring at extremely low levels on entrance reading exams.

According to Robert Shepack, president of a community college in El Paso, Texas, 70 percent of his students who took a standardized literacy test between September 1984 and August 1985, were reading at or below the 9th grade level.

That kind of data is alarming to college and university administrators elsewhere who are questioning the value of remedial programs in higher education. At a meeting late this summer in Seattle, several members of the National Conference of State Legislators said remedial education is wasteful, ineffective, and has no place on a college campus.

As unreliable as it may be, the census data for Shepack's district — among the poorest in the country — indicates that more than 106,000 adults are functionally illiterate, constituting a conservative 29 percent of the local population. Shepack says those figures are intolerable and the thinking demonstrated at the Seattle conference "a disastrous way to approach the problem."

Shepack was so taken with the book *Illiterate America* that he ordered some 800 copies and distributed them among his faculty. He asked Boston author Jonathan Kozol to visit the college and help mount a grass roots campaign to eradicate illiteracy along the north banks of the Rio Grande.

More than 200 individuals signed pledge cards committing time and energy to a tutorial project called LEA — Literacy Education Action — and the first battalion of literacy volunteers have since been trained by college reading specialists and are now tutoring illiterates in their homes, church basements, community centers and in vacant public housing apartments.

Cynics in Washington

The last thing this city needed was a study to identify the illiteracy problem, said Shepack. The college has jumped in feet first. Kozol has twice visited the area, encouraging volunteers to deliver on their promise, but not to bite off more than they can chew. He says he plans to file progress reports, "with the cynics back in Washington" to demonstrate the effectiveness of a community-based literacy program.

"If you fail, you will have hurt us all," he said during a faculty assembly. "If you succeed, you will have won yourselves a place in history."

DEAN OF ENGINEERING

The University of Victoria invites applications and nominations for the position of Dean of Engineering, effective July 1, 1986 for an initial term of five years.

The Faculty of Engineering was established in 1983 and offers undergraduate programs leading to the degrees of B.Eng. in Computer Engineering and Electrical Engineering and the graduate degrees of M.Eng., M.A.Sc., and Ph.D. in Electrical Engineering. The next phase of development is the establishment of the Department of Mechanical Engineering.

The University of Victoria has approximately 500 faculty members, 9100 undergraduate students and 800 graduate students. In addition to the Faculty of Engineering, the University has Faculties of Arts and Science, Education, Fine Arts, Human and Social Development, Law and Graduate Studies.

Candidates should have an excellent research record and teaching and administrative experience in a University setting. Industrial experience would be an asset.

Applications and nominations will be accepted until December 31, 1985 and should be submitted to Prof. F. Murray Fraser, Vice-President, Academic, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Applications should include the names of three referees.

University of Victoria



The University of Victoria offers equal employment opportunities to qualified male and female applicants.

Nipissing University College
affiliated with Laurentian University

invites applications and nominations for the position of

ASSISTANT OR ASSOCIATE PROFESSOR to establish an Office Management Studies Program

Experience in a university Office Management, Administrative Studies or Secretarial Science program is highly desirable. Teaching would be in the Administrative Studies and / or Commerce areas.

Rank and salary will be according to qualifications and experience. Minimum qualification is a Masters Degree. Subject to budgetary approval.

Nipissing University College is a liberal arts and education institution located in North Bay, 320 km north of Toronto. The 720 acre campus is a natural recreation centre with a small lake, nature trails and cross-country ski trails.

Curriculum Vitae and the names of three referees will be accepted until January 31, 1986 by Dr. Roman Brozowski, Dean of Arts at:

Nipissing University College



Box 5002
Gormarville Road
North Bay, Ontario
P1B 8L7
(705) 474-3450

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BULLETIN NOTICE

A reminder to our readers that we now publish 10 times a year September through to June.



UNIVERSITY OF WESTERN ONTARIO

FAMILY MEDICINE RESEARCH SCIENTIST

Applications are invited from physicians for the position of Research Scientist in Family Medicine. The successful applicant will be a full-time member of the Department of Family Medicine and will play a leading role in the new Centre for Studies in Family Medicine which is being formed in the Department. Applicants should have extensive research experience in family medicine, including multi-practice studies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications with Curriculum Vitae should be submitted to:

Dr. I.R. McWhinney,
Professor and Chairman,
Department of Family Medicine,
The University of Western Ontario,
London, Ontario
Canada
N6A 5C1

REVIEW

Informed Professional Judgement: A guide to evaluation in postsecondary education
by Ernest Roe and Rod McDonald
St. Lucia: University of Queensland Press, Scholar's Library, 1984

by Christopher Knapper

Christopher Knapper is Teaching Resource Person and Professor of Environmental Studies at the University of Waterloo.

I doubt there is a university in Canada that does not have some system for regularly evaluating the performance of its faculty — both on a routine basis to determine "merit," and for more special purposes such as granting tenure or awarding promotion. Although annual review forms and tenure and promotion committees bloom with the regularity of flowers in the spring, and most of us take part in the process at some stage in our academic careers,

there always seem to be nagging doubts that the review process is working fairly.

In Canadian universities the basis of performance appraisal is peer review, a practice that has become endemic to academic life. Yet although being subject to the scrutiny of colleagues seems intrinsically more attractive than evaluation by administrative fiat, there are always nagging doubts that such a system might be both invidious and unfair.

Even the peer refereeing system for scholarly journals has come under attack in recent years, following Ceci and Peters' study showing that the judgement process was far from impartial and markedly influenced by the reputation of the author, regardless of the quality of the work submitted.

In the case of instruction, the question of evaluation is a particularly sensitive one. Despite the fact that few of us have any training in teaching, we are expected to be good at it, and feel embarrassed about poor performance in much the same way as if we were accused of driving badly. Hence although teaching evaluation is tolerated, it is done so grudgingly, and in many institutions there are continual tinkering with evaluation in-

struments and debates about how the system in place might be improved.

Meanwhile, some university activities go virtually unscrutinized. For example, although individual courses are evaluated regularly, the programs and academic units they make up are rarely appraised, especially at the undergraduate level. And administrator effectiveness is hardly scrutinized at all.

Given that performance review procedures constitute an important condition of employment, it is not surprising that performance evaluation in general, and evaluation of teaching in particular, have been of concern to faculty associations. For example, in 1974 the CAUT Teaching Effectiveness Committee drew up guidelines on the use of student ratings which, among other things, called for use of multiple sources of information on teaching. (The guidelines were endorsed by the Council, and appeared in the first *CAUT Handbook*, but mysteriously disappeared from later editions.)

More recently the same committee developed a much broader approach to instructional evaluation which it called the "Teaching Dossier." The latter is based on the no-

tion that faculty have the responsibility to collect and present evidence about their own teaching performance just as they would for research achievements. The Guide to the Teaching Dossier (published as a supplement to the *CAUT Bulletin* in 1980) provides advice on how this might best be done, and lists a variety of possible sources of evidence.

Another faculty association initiative was the OCUFA-commissioned review by Harry Murray of the Psychology Department, University of Western Ontario, who summarized the research evidence on evaluation of university teaching in a short but extremely useful monograph, *Evaluating University Teaching*.

While Murray focuses primarily on student ratings of instruction (which accounts for the vast majority of published research in the field), he also covers major alternative approaches, including peer review, self-evaluation, and evidence for student learning as a result of a course. Although Murray makes a strong argument for the validity of student ratings, he too calls for use of multiple sources of information in the evaluation process.

For those wishing to familiarize themselves with the literature on evaluation, or obtain guidance on how appraisal systems might be developed and introduced, there is no shortage of published material. Indeed the *CAUT* itself has contributed to the field through the second volume in its monograph series, *If Teaching is Important...*

Despite the existence of a number of excellent monographs, the recent Australian publication by Ernest Roe and Rod McDonald is a valuable addi-

tion to the field. The book provides solidly grounded, clearly written advice to the general academic with no background in educational psychology on the principles and practicalities of evaluation in university settings.

In contrast to some earlier books which treat evaluation as just one aspect of university management, Roe and McDonald adopt a much more "democratic" approach to the process, and outline ways in which the broader academic community can be involved in planning and implementing evaluation. Some of the territory covered will be familiar: the basic underlying concepts of evaluation are outlined, and the extensive research literature on the topic is summarized.

The main thrust of the book, however, is pragmatic, and indeed the use of the term "guide" in the title is, for once, perfectly accurate. (In fact the handbook had its genesis in a series of well-received workshops sponsored by the Australian Tertiary Education Commission in universities across the country — an idea that might profitably be emulated in Canada, perhaps by CAUT?)

The book's first chapter covers the goals of evaluation, common objections to evaluation (along with appropriate rebuttals), and an overview of common evaluation methods, ranging from the familiar questionnaire and classroom observation to group discussions and interviews.

Other topics include analysis and reporting of evaluation data and how to implement an evaluation scheme to produce change, including such important issues as who will make the appropriate decisions and who will provide the necessary resources. This is the first hint that evaluation, to be done

properly, requires a considerable commitment of time, energy (and even money), from both administrators and faculty.

The meat of the book concerns the evaluation of teaching, and focuses not only on appraisal of individual instructors (the main preoccupation of most North American books in the field), but also on the broader issue of evaluating courses, programs and departments.

The authors stress the importance of going beyond a single source of information (for example, student ratings) and of recognizing that teaching involves much more than performance in the classroom (lecturing) and encompasses additional skills such as managing resources, counselling students, and assessing their abilities.

Hence the suggestions for making use of a wide variety of sources of evidence about effective performance, including materials used in the course (reading lists, course outlines, study guides, etc.), work assessment tasks (including projects and assignments, examinations, etc.), student work produced in the course, evidence of student success in subsequent courses or programs, employer perceptions, and the views of graduates.

A main attraction of the volume as a handbook or guide is that it includes a large variety of instruments that could be used for evaluation purposes, drawn from a refreshingly wide range of sources — not just Australian, but American and Canadian. (For example, there is a lengthy extract from the *CAUT Teaching Dossier*.) And to reinforce the pragmatic origins of the book, each chapter contains a short concluding section ("If Time is Short...") that considers the main ideas addressed in terms of likely financial, political, or time constraints.

Especially valuable (and highly recommended to promotion and tenure committees and other groups charged with devising an evaluation scheme) is the final chapter containing a set of case studies and exercises, and which takes the reader step-by-step through the decisions involved in selecting an evaluation approach and determining the data to make a wise decision about an individual or course.

Roe and McDonald have made a valuable contribution to the extensive literature on educational evaluation. Although at first glance the reader may feel overwhelmed by the plethora of charts, checklists, case studies, tables, facsimiles of evaluation forms, transcripts of interviews, and informative boxes inserted in the text, a deeper reading will reveal some vital underlying themes about the evaluation process.

The first theme (already referred to above) is that evaluation must be based on a wide range of sources of information, not just a single, narrow-focused instrument, such as a questionnaire.

A second theme places the

MEDICAL HEALTH OFFICER/ CHIEF EXECUTIVE OFFICER SASKATOON

The Saskatoon Community Health Unit provides preventive and community health services to the City of Saskatoon. It is operated by a community board and has a close working relationship with the University of Saskatchewan.

The Board is seeking an individual with strong leadership abilities, management experience, and demonstrated skills as an innovator in Community Health to fill the position of Medical Officer of Health/Chief Executive Officer.

The position combines community health practice, executive responsibilities, and teaching and research opportunities through the University of Saskatchewan Department of Social and Preventive Medicine.

The successful candidate will have graduate training in Community medicine, preferably at the Fellowship level, and will be eligible for registration with the College of Physicians and Surgeons of Saskatchewan.

The salary level will be commensurate with training and experience. Candidates with an FRCP (C) in Community medicine will be eligible for an additional amount. Please send resume to:

Chairman, Personnel Committee
Saskatoon Community Health Unit
#200, 350 Third Avenue North
SASKATOON, Sask. S7K 6G7

City of
Saskatoon



University of Saskatchewan

FACULTY POSITION

Applications are invited for a tenure track position at the Assistant Professor level commencing July 1, 1986. Applicants should have a Ph.D. in Computer Engineering or Computer Science (or should be nearing the completion of this degree). Candidates in all areas of Computer Engineering or Computer Science are encouraged to apply; however, candidates in the areas of digital communications and networks, artificial intelligence, real-time systems, robotics, computer vision or computer graphics will be given preference. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salaries will be in the range of \$36,000 to \$42,000 depending on qualifications and experience.

The University of Saskatchewan serves 14,000 full-time students with a very attractive campus that overlooks the South Saskatchewan River in Saskatoon. A young, vigorous Department of fourteen provides B.Sc. (Computer Science), B.Sc. (Comm. M.Sc.), and Ph.D. degrees in Computer Science. A joint B.Sc. and B.Eng. (Electrical Engineering) is also offered.

The Department has available some excellent research facilities featuring a Pyramid 90x, a VAX-11/750 and four well-equipped SUN Workstations all running UNIX on a common Ethernet local area network. Undergraduate facilities include a VAX-11/750 and large microcomputer network connected with an Ethernet high speed link. Other facilities available include a VAX 5600, DEC 2060 and VAX-11/780 running VMS.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents first. Please direct inquiries and applications to:

Dr. P.G. Sonnen
Department of Computer and Science
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0
CANADA
(306) 966-4886

ADMINISTRATIVE POSITIONS

UNIVERSITY OF GUELPH, ONTARIO AGRICULTURAL COLLEGE. Department of Animal and Poultry Science, Chairmen. Applications are invited for the position of Chairmen, Department of Animal and Poultry Science at the University of Guelph, the position is available July 1, 1986. The Department of Animal and Poultry Science is one of 10 administrative units in the Ontario Agricultural College (OAC). It has a close working relationship with units within the College, as well as with departments in the Ontario Veterinary College and the College of Biological Science. It is one of the largest departments within the OAC with 40 faculty and professional staff members and 75 other staff. The undergraduate major in Animal and Poultry Science averages 80 students each year, and there are currently 65 graduate students enrolled. The department administers major research programs in food, animal health and welfare. The successful applicant will have background and experience in Animal Science, Poultry Science, or in a closely related field and will have demonstrated qualifications in leadership, teaching and research. The closing date for applications is January 31, 1986. Applicants should submit curriculum vitae and the names and addresses of three persons who may be contacted for references in accordance with the Canadian Immigration requirements. The successful applicant is directed to Canadian citizens and permanent residents. Enquiries and applications, which will be treated in confidence, should be addressed to: Dr. F.L. McEwen, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment is subject to final budgetary approval.

QUEEN'S UNIVERSITY. Microbiology and Immunology, 1. Professor and Head of Department, and 2. Associate Professor, 2. Doctorate in Microbiology or Immunology, 3. Academic leadership of program of undergraduate and graduate teaching and research, 4. Salary at competitive level, 5. Dr. D. Laurence Wilson, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6. In accordance with Canadian Immigration requirements, this advertisement is directed particularly to Canadian citizens and permanent residents. Closing date November 30, 1985.

UNIVERSITY OF SASKATCHEWAN. College of Medicine, University of Saskatchewan, is seeking applications for the position of Head, Department of Ophthalmology. The successful candidate will be expected to provide leadership and administrative direction to four full time faculty. The Department is responsible for undergraduate teaching and postgraduate teaching and research in a tertiary care institution. This centre serves as a major ophthalmology centre in Saskatchewan. The appointment will be at a level commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please send application, including curriculum vitae and the names and addresses of three persons who may be contacted for references, to: Dr. J.M. McDonald, M.D., Dean of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W5.

UNIVERSITY OF GUELPH, ONTARIO AGRICULTURAL COLLEGE, DIRECTOR. Applications are invited for the position of Director of the College of Landscape Architecture, Ontario Agricultural College, University of Guelph; the position is available August 1, 1986. The School is

Advertising and Censure

CAUT will carry advertisements from consumer universities at the first and second stage of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

one of 10 academic units within the OAC. It offers an undergraduate program and a graduate program in Landscape Architecture leading to the B.L.A. and M.L.A. degrees respectively. The school works closely with other academic units concerned with plant and land resources and with the School of Rural Planning and Development. There are nine faculty positions in the School at the present time, about 120 undergraduate and 40 graduate students. The successful applicant will have an advanced degree, academic background, and experience in Landscape Architecture or a closely related field and will have demonstrated qualifications of leadership. Experience in teaching and research is desirable. The position provides an opportunity for participation in the teaching and research program of the School. The successful academic rank will be commensurate with qualifications and experience and will have demonstrated qualifications elsewhere. The closing date for applications is December 31, 1985. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for references in accordance with Canadian Immigration requirements. This advertisement is directed particularly to Canadian citizens and permanent residents. Enquiries and applications, which will be treated in confidence, should be addressed to: Dr. F.L. McEwen, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE, Chairman. Department of Biomedical Sciences, Applications are invited for the position of Chairperson for the above position which is now vacant. The Department embraces the disciplines of microbiology, physiology, medical biochemistry and biophysics, pharmacology, and toxicology. It is responsible for the scientific instruction within the D.V.M. Program, as well as providing disciplinary studies in anatomy, physiology, pharmacology, and toxicology to science students and graduate students. The successful applicant should have a D.V.M. or related background plus an advanced degree at the doctoral level in one of the above disciplines and have an excellent record of scholarship, teaching, and research. Administrative experience would normally be required. The successful applicant will be given an academic appointment within the Department at a rank commensurate with his/her experience and qualifications. The administrative position of Chairperson will be for a five year term and is renewable in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Applications and nominations will be accepted until December 15, 1985, or until the position is filled, and should be submitted to: Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Statistical and Actuarial Sciences. Applications and nominations are invited for the position of Chairmen, Department of Statistical and Actuarial Sciences, University of Western Ontario. The effective date of the ap-

Publicité et Censure

Publicité et Censure

L'ACPU accepte les annonces des universités frappées de la censure. L'ACPU refuse les annonces des universités à la troisième étape de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter un poste à une université qui en est à cette étape.

pointment is July 1, 1986. Applications or nominations should be addressed to: Dr. J.B. Bancroft, Dean, Faculty of Science, Natural Sciences Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Applications or nominations should be submitted by January 1, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY, Computer Science Department. Concordia University is seeking a Chairman for its Computer Science Department. One of five units in the Faculty of Engineering and Computer Science, the department is one of the largest in Canada and offers undergraduate and graduate programs (to the Ph.D. level) to some 470 full-time and 444 part-time students. There are 25 faculty members. Current research income exceeds \$400,000 per year. The major areas of research include: distributed processing and VLSI; computer architecture; software engineering; computer vision; parallel processing; compilers; database management; symbolic computation; operating systems. The Computer Science Department operates a VAX 11/750, running UNIX, and shares a VAX 11/750, running VMS. The Department is seeking a Chairman who has a Ph.D. in Informatics or a related field, a record of excellence for research in Computer Science, and a proven ability to assume a leadership role in the development of computer science in the Faculty, the University and the nation. Application with curriculum vitae should be sent to: Dr. M.N.S. Swamy, Dean, Faculty of Engineering and Computer Science, Concordia University, 1455 Blvd. de Maisonneuve West, Room H-877, Montreal, Quebec, H3G 1M6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH, ONTARIO AGRICULTURAL COLLEGE, Department of Agricultural Economics and Business. Applications are invited for the position of Chairmen, Department of Agricultural Economics and Business, Ontario Agricultural College, University of Guelph. The position is available July 1, 1986. The Department is one of ten academic units within the Ontario Agricultural College. It currently has a faculty of 20 members, with additional members holding joint appointments in other departments. The Department has close working relations with other academic units in the OAC, with the Department of Economics in the College of Social Science, and with the University School of Rural Planning and Development. The Department is responsible for three undergraduate majors: one in Agricultural Economics, one in Resource Economics and Rural Development, along with subsistent service teaching for other business related programs on campus. The Department has graduate programs at the M.Sc. and Ph.D. levels in production economics, agricultural marketing, natural resource economics, international economics and agricultural policy. The Department is in the process of developing a Master of Agriculture program in agricultural

business management and farm business management and a collaborative Ph.D. program in Resource Economics with the Economics department. The Department is seeking a Ph.D. in Agricultural Economics, Economics and/or Business Administration, and have demonstrated qualities of leadership. The candidate will have demonstrated interest in both agricultural economics and business management. The responsibilities of the position include: academic leadership in developing and generating support for the Department's new educational and research programs; reviewing and evaluating existing programs. Experience in teaching and research is desirable. The closing date for applications is December 31, 1985. Applications should include curriculum vitae and the names and addresses of three persons who may be contacted for references. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries and applications, which will be treated in confidence, should be addressed to: Dr. F.L. McEwen, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment is subject to final budgetary approval.

ACCOUNTING

CONCORDIA UNIVERSITY, Department of Accounting. The Department of Accounting, one of the largest and most dynamic in North America, has several positions open. Our primary need is in accounting systems, but positions are also open in accounting theory, taxation, and management accounting. Positions are available at the level of Assistant, Associate, and Full Professor. Requirements are a Ph.D. or equivalent degree, and the salary is highly commensurate with qualifications. Undergraduate and graduate programs, Ph.D., M.B.A., C.A., and Diplomas. Research and publication interests are expected and individual specializations are encouraged. Apply to: Professor J.D. Elazouke, Chairman, Department of Accounting, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M6. Tel. (514) 848-2757. **BRICK UNIVERSITY, School of Administrative Studies.** Applications are invited for tenure track faculty positions in accounting and/or auditing. Our expanding School includes an accounting co-op program that is now in its sixth year. A Ph.D. or a Ph.D. in progress, is required. Salary and rank will be commensurate with qualifications and experience. An application, including a curriculum vitae and the names of three referees, should be submitted to: Prof. J.R. Hanrahan, Chairman, Dept. of Accounting and Finance, School of Administrative Studies, Brick University, St. Catharines, Ontario, L2S 3A1.

ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO, Statistics and Actuarial Science. Applications are being accepted for the position of assistant professor in Actuarial Science for one of the ten tenure track positions that are renewable if funds are available. The can-

didate should have a Ph.D. and a S.A. (or equivalent) or F.S.A. and Master's degree (or equivalent). Duties include teaching and research in some branch of actuarial science. Salary will be commensurate with qualifications and experience. Applicants should send curriculum vitae to: Dr. H.H. Fowler, Associate Professor, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointment effective July 1, 1986 or later. The closing date for application is March 15, 1986. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

ANATOMY

DALHOUSIE UNIVERSITY, Department of Anatomy. Applications are invited from persons with M.D., D.D.S. or Ph.D. degrees for the position of Assistant or Associate Professor which will be available after July 1, 1986. Applicants should be competent to organize and teach courses in human anatomy, embryology, an embryology and/or Gross anatomy. An excellent research program is being developed and the position will be commensurate with qualifications and experience. Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action in hiring qualified women. Applicants should forward a copy of their curriculum vitae, detailing qualifications, experience, and arrange to have forwarded directly, three references to: Dr. G.G. Gwyn, Professor, Department of Anatomy, Dalhousie University, Halifax, Nova Scotia, B3H 4A7. Application deadline is December 31, 1985.

UNIVERSITY OF OTTAWA, Department of Anatomy. Applications are invited for two tenure-track positions at the Assistant Professor level. Candidates must have a Ph.D. or equivalent (or a master's degree), at least two years post-doctoral experience, and a demonstrated ability to teach and research as an independent researcher. Special but not exclusive attention will be given to neuroscientists and to those who would most likely make use of the Department's excellent anatomical facilities. Special attention will also be given to the candidates who are willing to teach both gross and neuroanatomy to undergraduates. Applicants should send a curriculum vitae plus names of three referees to: Dr. J.A. Hinkle, Chairman, Department of Anatomy, Faculty of Health Sciences, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, K1H 8M5.

THE UNIVERSITY OF BRITISH COLUMBIA, Anatomist - Tenure Track Position. Ph.D., M.D. or equivalent doctoral training with at least two years of post-doctoral experience in research and teaching. Appointees should have independent research interests and be expected to qualify for research support from extra-departmental sources. Salary is from a university-based departmental budget and is dependent on qualifications and experience. Individual applicants should be qualified to assist in the teaching of any of the branches of Anatomy to medical and dental students. An involvement in graduate teaching is also expected in the appointee's field of academic interest. Apply before December 31, 1985 to the following: Dr. Charles E. Stoner, Department of Anatomy, 2177 Westbrook Mall, The University of British Columbia, Vancouver, B.C., Canada V6T 1V5. Applications should be accompanied by a curriculum vitae and the names of three academic references.

ANTHROPOLOGY

UNIVERSITY OF ALBERTA, Anthropology. The University of Alberta, Department of Anthropology has an opening for a tenure-track appointment, commencing July 1, 1986, subject to budget approval. Rank is Assistant Professor. The successful candidate should have a B.S.D. Ph.D. and relevant teaching and research experience are both important. The position is a tenure-track position in the Department of Religion/Symbolic An-

AD RATES

Classified \$1.80/agate line
Display \$2.30/agate line

For more information or a copy of the rate card, contact Liza Duhamel, The Bulletin, 1001-75 Albert Street, Ottawa, K1P 5E7 (613) 237-6855.

CA Group Insurance L'Assurance Collective

CAUT members are entitled to apply for these low-cost plans:

1. LIFE INSURANCE up to \$250,000.
2. PERSONAL ACCIDENT INSURANCE (\$50,000 or \$100,000).
3. FAMILY LIFE INSURANCE for spouses and children of members.
4. PROFESSIONAL PROPERTY INSURANCE books, computers, etc.

For complete details, brochures, applications, premium costs, etc. mail the coupon to:

Pour obtenir des détails complets, brochures, formule d'adhésion, tableaux des primes, etc. postez le coupon à:

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:

1. ASSURANCE-VIE jusqu'à \$250,000.
2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$50,000 ou \$100,000).
3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

Please send me information outlining the C.A.U.T. Insurance Plans

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance de l'A.C.P.U.

Name/Nom

Address/Adresse

City/Ville

Province

Code

track position in Reading Education in the Department of Curriculum Studies.

Department of English, Applications are
Invited for a position in Film Studies. A
Limited Term or Probationary appointment
is available. The successful candidate will be
Associate Professor depending on
qualifications is contemplated, subject
to the approval of the Senate. The
minimum salary for an Assistant Pro-
fessor is \$25,650.00 and for an Associate
\$30,750.00. The completed Ph. D. degree
is required. For consideration, send a
curriculum vitae, a list of references and
for the Assistant Professor level some
teaching experience and published work
are required. For the Associate level
achieved excellence in teaching and
significant publication are required in
accordance with Canadian Immigration
requirements. Applications should be
directed to Canadian citizens and Perma-
nent Residents of Canada. Send the letter
of appointment, curriculum vitae, and
transcripts and letters from at least three

COWIE, B.C., VET 1WS.
KINGSTON GENERAL HOSPITAL. Clinical Microbiology. Recent Ph.D. graduate with interest in clinical microbiology required as assistant to medical director in 500-bed tertiary care hospital. Research and teaching supervision of technical staff and procedures in the Microbiology laboratory. Assistant of new techniques and introduction where appropriate, laboratory clinical staff, and involvement in the post-graduate teaching of technologists. The position includes a salary appointment in the Department of Microbiology and Immunology, Queen's University, with undergraduate and post-graduate teaching responsibilities, and research opportunities. Salary according to experience. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed particularly to Canadian citizens and permanent residents. Applications and resumes should be addressed to three referees, to Dr. D.M. Robertson, Pathologist in Chief, Department of Pathology, Kingston General Hospital, Kingston, Ontario, K7L 2V7.

UNIVERSITY OF MANITOBA. Microbiology. Applications for a tenure-track position at the assistant professor level, Department of Microbiology, University of Manitoba. The successful candidate will have a Ph.D. and at least two to three years postdoctoral training in either environmental or clinical microbiology. Evidence of successful participation in a research project is expected. The appointment will be effective July 1, 1986 and the salary will be based on qualifications. The initial salary will be based on a strong funded research program in Microbiology. The University of Manitoba encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

MUSIC

UNIVERSITY OF OTTAWA. Department of Music. Applications are invited for a full-time position, tenure-track, available July 1, 1986 at the assistant professor level. The candidate must be bilingual in French and English. The successful candidate must have a doctorate in music theory. An established research and publication record sufficient to qualify for eventual membership in the Society for Music Studies is desired. Immediate responsibilities will involve teaching courses in music theory at the undergraduate level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae, and the names of three referees should be sent to: Dr. P. Floyd, Chairman, Department of Music, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

UNIVERSITÉ D'OTTAWA. Département de musique. Un poste à temps plein d'analyse et d'écriture au rang de professeur adjoint ou agrégé est offert à compter du 1^{er} juillet 1986. Le candidat choisi devra être détenteur d'un doctorat en musique, avec spécialisation en analyse musicale. Une expérience d'enseignement en français et en anglais, et son dossier de publications et de recherches qui devait justifier son admission à l'école des études supérieures. La charge de cours comprendra des postes d'écriture et d'analyse au premier cycle. Conformément aux dispositions de l'immigration canadienne, ce poste s'adresse aux citoyens canadiens et résidents permanents. Les candidats intéressés par ce poste doivent envoyer leurs lettres de recommandation, leur curriculum vitae, leurs noms et adresses de trois référents devant être envoyés avant le 15 décembre 1985, à: Dr. P. Floyd, Directeur, Département de musique, Université d'Ottawa, Ottawa (Ontario), Canada, K1N 6N5.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Music. Position: Full-time Assistant Professor of Music, subject to a tenure-track appointment. Ph.D. or equivalent training and professional experience in the field of a developing career as a theorist, and demonstrable potential for long-term research in the field of music theory. Preference given to candidates with research interests in 20th-century music analysis. 3. Duties: A wide range of teaching and supervisory responsibilities. Graduate courses and thesis supervision in areas of specialization. Maintenance of high level of professional activity as evidenced in regular publication. 4. Salary: Appropriate to rank and qualifications. 5. Applications and resumes should be sent to: Dr. G.E. Phillips, Faculty of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C. V6T 1V5. Three referees must: Letter of application and educational/professional resume, including documentation of research experience and names, telephone numbers, and addresses of three referees. Publications Unless Re-

quested Letter, 6. Appointment Term: July 1, 1986. 7. Closing Date for Application: December 31, 1985. 8. Position is filled. Note: The University of British Columbia offers an equal opportunity for employment. Applications from female candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHARMACOLOGY

UNIVERSITY OF MANITOBA. Department of Pharmacology and Therapeutics. A postdoctoral position is available to study the alterations of lipid metabolism during experimental ischemia and the Honorary to cardiac arrhythmias. The successful candidate will have a Ph.D. and a minimum of two years postgraduate training in pharmacology or biochemistry is essential. Salary and vacation will be commensurate with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents.

PHYSICS

DALHOUSIE UNIVERSITY. College of Physics. Applicants are invited for a faculty position in Clinical Physics. Applicants must have a Ph.D. and an equivalent degree. Completion of a minimum of two years postgraduate training for a second year by mutual agreement. Some teaching duties may be assigned. The successful candidate will be expected to teach and carry out research in clinical physics. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

PHYSIOLOGY

UNIVERSITY OF ALBERTA. Department of Physiology. The Department of Physiology invites applications for a research position. The successful candidate must have a Ph.D. degree and have a minimum of two years postgraduate training for a second year by mutual agreement. Some teaching duties may be assigned. The successful candidate will be expected to teach and carry out research in clinical physiology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Philosophy. Two limited term positions (one to one year, one to two years) at the assistant professor level. Ph.D. or equivalent in Philosophy, preference with teaching experience. The successful candidate will be expected to teach and carry out research in the field of philosophy. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

LAKEHEAD UNIVERSITY. Physical Education. The School of Physical Education and Outdoor Recreation at Lakehead University invites applications for a probationary (tenure track) position in the Physical Education program commencing immediately. The successful candidate will have a Ph.D. and a minimum of two years postgraduate training in physical education and demonstrated research activity. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

PHYSICS

UNIVERSITY OF GUELPH. Department of Physics. Research Scientist. Theoretical Liquid State Physics effective September 1, 1986. Must have a Ph.D. and at least three years postgraduate training in the field with experience in the area of liquid state physics and dynamics. The successful candidate will be expected to teach and carry out research in the field of liquid state physics. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

PHYSIOLOGY

UNIVERSITY OF ALBERTA. Department of Physiology. The Department of Physiology invites applications for a research position. The successful candidate must have a Ph.D. degree and have a minimum of two years postgraduate training for a second year by mutual agreement. Some teaching duties may be assigned. The successful candidate will be expected to teach and carry out research in clinical physiology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Philosophy. Two limited term positions (one to one year, one to two years) at the assistant professor level. Ph.D. or equivalent in Philosophy, preference with teaching experience. The successful candidate will be expected to teach and carry out research in the field of philosophy. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

PLANT SCIENCE

UNIVERSITY OF MANITOBA. Plant Molecular Biology. A grant funded position is available for a research scientist in the area of plant molecular biology. The successful candidate will be expected to teach and carry out research in the field of plant molecular biology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

POLITICAL SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO. Department of Political Science. The Department of Political Science invites applications for a tenure-track position in the area of political science. The successful candidate will be expected to teach and carry out research in the field of political science. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF TORONTO. Political Science. Assistant Professor. The Department of Political Science invites applications for a tenure-track position in the area of political science. The successful candidate will be expected to teach and carry out research in the field of political science. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF ALBERTA. Department of Psychology. Applications are invited for a Geographical Full Time academic position. The successful candidate will be expected to teach and carry out research in the field of psychology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF ALBERTA. Psychology. The Department of Psychology, University of Alberta, invites applications for a tenure-track position (Ph.D. required) in the area of psychology. The successful candidate will be expected to teach and carry out research in the field of psychology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

ACADIA UNIVERSITY. Department of Psychology. Acadia University invites applications for a tenure-track position in the area of psychology. The successful candidate will be expected to teach and carry out research in the field of psychology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

McGILL UNIVERSITY. Department of Sociology. Applications are invited for a tenure-track position at the assistant professor level, beginning September 1, 1986. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

McGILL UNIVERSITY. Psychology. Applications are invited for two tenure-track positions at the assistant professor level, beginning September 1, 1986. The successful candidate will be expected to teach and carry out research in the field of psychology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

BRANDON UNIVERSITY. Sociology. Applications are invited for a tenure-track position at the assistant professor level, beginning September 1, 1986. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

TRENT UNIVERSITY. Sociology. Applications are invited for two tenure-track positions at the assistant professor level, beginning September 1, 1986. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF MANITOBA. Sociology. Applications are invited for a probationary (tenure-track) appointment at the assistant professor level, beginning July 1, 1986. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

McGILL UNIVERSITY. Department of Sociology. Applications are invited for a tenure-track position at the assistant professor level, beginning September 1, 1986. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF WATERLOO. Department of Sociology. The Department of Sociology invites applications for a position at the assistant professor level, starting July 1, 1986. The availability of this position is subject to budgetary approval. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

ST. FRANCIS XAVIER UNIVERSITY. Sociology & Anthropology. The Department of Sociology & Anthropology at St. Francis Xavier University invites applications for a tenure-track position in its Department beginning in the year 1986-87. The successful candidate will be expected to teach and carry out research in the field of sociology and anthropology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF MANITOBA. Sociology. Applications are invited for a probationary (tenure-track) appointment at the assistant professor level, beginning July 1, 1986. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF MANITOBA. Sociology. Applications are invited for a probationary (tenure-track) appointment at the assistant professor level, beginning July 1, 1986. The successful candidate will be expected to teach and carry out research in the field of sociology. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF TORONTO. Spanish. The position of Assistant Professor of Spanish is available for a tenure-track appointment. The successful candidate will be expected to teach and carry out research in the field of Spanish. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

CONCORDIA UNIVERSITY. Quantitative Methods. Applications are invited for a tenure-track position at the assistant professor level, beginning September 1, 1986. The successful candidate will be expected to teach and carry out research in the field of quantitative methods. The position involves a strong clinical involvement through a joint appointment with a local teaching hospital, a position of teaching at the University of Nova Scotia, 63H J35. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are requested to arrange to send three copies of reference, a curriculum vitae, recent preprints, and a brief description of present and prospective research, to be received by December 31, 1985, to: Dr. P. Green, Chairman, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

science and/or MIS would be a plus. Please send cv and names of three referees to Dr. Martin Kuy, Department of Quantitative Methods, Concordia University, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M6. In accordance with Canadian Immigration requirements, first preference is given to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO, Statistics and Actuarial Science. Applications are being accepted for the position of assistant professor of Statistics. Applicants must have a Ph.D. and have the ability to carry out an effective independent research program to teach, and to direct graduate research in Probability and Statistics. Duties include undergraduate and graduate level teaching, graduate student supervision, and research. Salary will be commensurate with qualifications and experience. The effective date of appointment is July 1, 1986 and is subject to availability of funds. The closing date for reception of applications is February 15, 1986 in accordance with Canadian Immigration requirements, this position is directed to Canadian citizens and permanent residents. Send applications to Dr. J.D. Kalbfleisch, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors.

McMASTER UNIVERSITY, Department of Mathematics & Statistics. The Department of Mathematics & Statistics, McMaster University, invites applications for a tenure track Assistant Professorship starting July 1, 1986. Candidates should have a Ph.D. and proven research ability in some area of Statistics, as well as capability in teaching. Salary based on Canadian Immigration requirements, advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to Dr. Banachewski, Chairman, Mathematics & Statistics, McMaster University, Hamilton, Ontario, L8S 4K1, Canada.

McMASTER UNIVERSITY, Department of Mathematics & Statistics. The Department of Mathematics & Statistics, McMaster University, invites applications for a two-year contractual Assistant Professorship starting July 1, 1986. Candidates should have a Ph.D. and proven research ability in some area of Mathematics or Statistics, as well as capability in teaching. Salary based on qualifications and experience, 1985-86 minimum is \$26,576 in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to Dr. Banachewski, Chairman, Mathematics & Statistics, McMaster University, Hamilton, Ontario, L8S 4K1, Canada.

VIROLOGIE
UNIVERSITÉ D'QUÉBEC, INSTITUT ARMAND FRAPPIER, Virologie. Professeur Le Centre de recherche en virologie de l'Institut Armand-Frappier souhaite s'adjoindre un(e) candidat(e) apte à assumer une activité de recherche autonome et à s'engager dans les programmes de recherche en cours. L'enseignement aux étudiants du 2ème et 3ème cycles, l'encadrement d'étudiants diplômés de même que la participation à des activités de production et à des tâches administratives peuvent s'ajouter aux responsabilités pécunaires. La personne recherchée doit avoir obtenu un doctorat d'une université reconnue. Le candidat sera un virologue, un biologiste moléculaire ou un ingénieur généticien ayant une expérience dans le domaine des virus, le clonage, l'amplification des gènes et leur expression. Le poste s'adresse en priorité aux citoyens ou aux immigrants récents. Il(e) devra posséder une connaissance suffisante de la langue française, écrite et parlée. Traitement: Selon l'expérience et l'échelle de salaire en vigueur à l'Institut.

REVIEW...16

onus for initiating performance review on those being evaluated — the faculty — with a further onus on colleagues and administrators to take responsibility for interpretation of data and making the necessary decisions based on the results of the evaluation.

Thirdly, a broad range of activities must be sampled: if we are evaluating teaching, then we cannot restrict our appraisal to students' end-of-course ratings of effective classroom lecturing; if we are looking at an entire department, then we must take into consideration the quality of teaching programs (in terms of currency, relevant to professional and societal needs, etc.) as well as research income and number of scholarly papers

Armand-Frappier (réseau de l'Université du Québec). Veuillez adresser votre curriculum vitae, le résumé de vos activités de recherche, la liste de vos publications et trois lettres de recommandation avant le 1er décembre 1985 à Mme Lucie de l'Église, Service des ressources humaines, Institut Armand-Frappier, 531, boulevard Prélude, Case postale 100, Laval-des-Rapides (Québec) H7N 4Z3.

ZOOLOGY

UNIVERSITY OF GUELPH, Zoology. The Department of Zoology at the University of Guelph has a tenure track position available, to be filled at the rank of Assistant Professor. The successful candidate will be expected to undertake teaching duties in established courses in vertebrate anatomy and fisheries science. The candidate will also be expected to develop or continue an active research program and will be encouraged, after a period of establishment, to supervise graduate students in higher research areas. Preferential consideration will be given to applicants with a background in population genetics and an interest in fisheries biology, especially aquaculture and fish stock rehabilitation. The Department has five undergraduate programs (including fisheries) with 450-500 majors as well as 70 M.Sc. and Ph.D. students. In accordance with Canadian Immigration requirements, first preference is given to Canadian citizens and permanent residents. Applications, including a curriculum vitae and three recent references, and names of three referees should reach Prof. R.C. Anderson, Chairman, Department of Zoology, University of Guelph, Guelph, Ontario, N1G 2W1 by December 1, 1985. This advertisement is subject to final budgetary approval.

THE UNIVERSITY OF BRITISH COLUMBIA. This position is available in the position of a research associate in a program exploring cardiovascular and respiratory diseases and in vertebrates. Applicants should have a strong background in cardiovascular and respiratory physiology as well as in general biology. The successful applicant should have experience in working with a wide variety of animals and preparations (including teleosts, amphibians, reptiles, diving birds and mammals). In addition, the position calls for smooth working interactions with PhD level graduate students and with postdoctoral fellows. Preference will be given to recent PhD holders and postdoctoral fellows. This position is considered permanent pending adequate funding. Salary commensurate with experience, starting at \$18,000 per annum. Curriculum vitae and the names of three (3) referees should be submitted to Dr. D.J. Jones, Department of Zoology, The University of British Columbia, Vancouver, BC, V6T 2A9. The expected date of appointment is November 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equal opportunity for employment is offered to male and female applicants.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty administered, helps arrange teaching appointments and exchanges in North America and overseas. For details send self-addressed envelope and two postal coupons to 822 302 Virginia Avenue, Lancaster, Pennsylvania, U.S.A., 17603

ACCOMMODATION
NEED A SABBATICAL RETREAT? Try Vancouver Island Wooded 2-acre seclusion property 45 minutes north of Nanaimo. Easy access to Victoria/Vancouver and to major ski areas. 23 bedroom fully-furnished, year-round home. 2 fireplaces, 2 bathrooms, plus outdoor. Available approx. Sept. 1, 1986-June 30, 1987. \$275/month. Call Carole Carpenter (616) 667-3234 (ext.) or 465-6204 (home).

published.

Here perhaps lies one of the few weaknesses of the book — though it is an important one. Despite the rather embracing title, evaluation is confined to appraisal of the instructional role, and evaluation of research and administrative functions are ignored. This is especially unfortunate, since research and administration play an increasingly important part in faculty responsibilities, and the former is probably the major criterion on which career decisions are made in most Canadian universities.

The final two themes that emerge from the book can serve as a caution for all those involved in academic evaluation decisions (which means virtually all of us), as well as those planning the introduction of new approaches to a

perennially thorny issue. The point is that to carry out evaluation properly involves a lot of time and trouble, both by those being evaluated, and those doing the evaluation.

If we are not prepared to invest this energy, then we should frankly admit it, and not complain when career decisions are made on the basis of inadequate evidence. And of course if we fail to evaluate our performance as academics we rob ourselves of the opportunity to use the results of evaluation for self-

improvement purposes.

Finally, the fact must be faced that evaluation is in the lot of time and trouble, both by those being evaluated, and those doing the evaluation. Many of the strategies suggested by Roe and McDonald can help in providing sound sources of data about various aspects of performance. In the end, however, it is we who must decide just what types of data we will use, how evidence will be interpreted (for individual faculty, between faculty, between departments), and what consequences follow from the results of the appraisal.



UNIVERSITY OF SASKATCHEWAN Centre for the Study of Co-Operatives

Invites applications for an academic position in one of the following disciplines: Education, History, Philosophy, Political Science and Psychology. The Objectives of the Centre are:

1. To establish a program of studies at the undergraduate and graduate level with a specific focus on co-operatives and credit unions.
2. To undertake off-campus programs directed at the co-operative sector.
3. To undertake research of particular interest and relevance to co-operatives and to make available the results of such research by publication.
4. To undertake research concerning legislation governing co-operatives and credit unions.

The successful candidate will be expected to 1) conduct one full-time course at the graduate or undergraduate level, in his or her discipline, specifically related to co-operatives and credit unions; 2) participate in programmes organized by the Co-operative College of Canada, and, 3) devote the remainder of his or her time to research related to the objectives of the Centre.

At present the academic staff of the Centre are from the College of Law, and the Departments of Management and Marketing, Agricultural Economics, and Sociology, leaving one vacancy to fill.

The Centre is engaged in a wide variety of research activities. Worker co-operatives, co-operative health care clinics, housing co-operatives, fishing co-operatives, capital formation in co-operatives, the role of directors of co-operatives, co-operative legal history, a review of co-operative and credit union legislation, employment relations in co-operatives and the position of employees in commercial enterprises are all topics presently under study. The Centre is also conducting research on the following subjects: questions of member participation and commitment, co-operative philosophy and principles, co-operative education, co-operative retailing strategy, management and marketing in co-operative organisations, the potential for joint trade union/co-operative development strategies, the relationship between the co-operative sector and government and the contribution of the co-operative model to community-based economic growth.

The appointment will be tenurable in accordance with University regulations. The salary will be competitive. The appointment will be made effective July 1, 1986 or sooner if a suitable application is received.

Applications together with curriculum vitae and the names of three referees who may be approached confidentially, should be sent to Professor Christopher Axworthy, Director, Centre for the Study of Co-operatives, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 by February 28th.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

A two-question exam for all CAUT members

- 1) Q. — How do you turn a \$10,000 loss of professional equipment into a \$50 loss?
A. — By enrolling in CAUT's PPI Plan

If your computer, word processor, books, microscope, typewriter, or other professional equipment were lost through fire, theft, flood, accident — whatever — you could easily lose up to \$10,000. If you were enrolled in CAUT's Professional Property Insurance Plan (PPI Plan), the loss would be limited to \$50.

The PPI Plan is an "all risks policy" that covers your professional property (and that of the university, or others, for which you are legally liable) anywhere in the world. (Note Bene: Unless your personal 'Homeowner's Policy' is specifically endorsed — at a cost several times that of the PPI Plan — it does not cover your professional equipment, at home or anywhere else.)

The way the PPI Plan works is dead simple: You pay an annual premium of \$50; if you suffer a loss, you pay the first \$50, the PPI Plan pays the rest, up to \$10,000 per occurrence. (You're covered each time, even if more than one misfortune befalls you in the year.)

To be eligible, you must be a member of CAUT, or in the process of applying for membership. If you qualify, complete the form below, attach your cheque for \$50 payable to CAUT Insurance Trust, and mail to CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Ont. Canada, K1Y 4G1

Enrollment application form (print or type)

Univ. and Dept.

Name

Mailing Address

.....

.....

Postal Code

☐ I am a member of CAUT

Check one ☐ I hereby apply for a CAUT membership

Signed Date

Your coverage begins when this form and your cheque for \$50 are received by the CAUT Insurance Trust in Ottawa.

- 2) Q — How do you turn a "saving" of \$50 into a potential loss of \$10,000?

A —
(please print clearly)



Nominations are actively sought for the positions of CAUT President, Vice-President (External), Vice-President (Internal), Treasurer, Chairperson of the Status of Women Committee, and as members of the various CAUT Committees. It is extremely important that members of local and provincial associations who are nominated be members of CAUT, and be fitted by training and experience to serve as association officers and to assist with the work of the committees.

Each nomination should be accompanied by a completed copy of the "Standard Information Form to be used by persons nominated for elected office in CAUT", (which is available from any faculty association office and from CAUT), a brief

Call for Nominations Appel de Candidatures

statement of why the nominator, who must be a member of CAUT, feels the nominee is qualified for the particular position, and the written agreement of the nominee to serve if elected.

Nominations should be sent to Sarah Shorten, Person Chairing, Elections and Resolutions Committee, CAUT, 75 Albert Street, Suite 1001, Ottawa, Ont. K1P 5E7 NOMINATIONS CLOSE MARCH 1, 1986.

L'ACPU sollicite des candidatures

pour les postes de président, vice-président (Affaires externes), vice-président (Affaires internes), trésorier, président(e) du Comité du statut de la femme professeur, et de membres des divers comités de l'ACPU. Il est important que les membres des associations locales et provinciales qui sont proposés comme candidats soient membres de l'ACPU et aptes par leur formation et leur expérience à être dirigeants de l'ACPU et à aider aux travaux des comités.

Chaque candidature doit s'accom-

pagner d'un exemplaire rempli de la "Formule d'information réglementaire à utiliser par les candidats à un poste électif à l'ACPU" (qui peut s'obtenir au bureau de n'importe quelle association de professeurs et de l'ACPU), d'un bref exposé des raisons pour lesquelles son promoteur, qui doit être membre de l'ACPU, estime le candidat apte à occuper le poste en cause et de l'engagement par écrit du candidat à exercer sa charge s'il est élu.

Les candidatures doivent être envoyées à Mme Sarah Shorten, présidente, Comité des élections et résolutions, ACPU, 75, rue Albert, suite 1001, Ottawa (Ontario) K1P 5E7.

AUCUNE CANDIDATURE NE SERA ACCEPTÉE APRÈS LE 1^{er} MARS 1986.

PRESIDENT

The Canadian Association of University Teachers solicits nominations for the position of President. Duration of term, one year. A nominee should have extensive faculty association experience.

PRÉSIDENT

L'Association canadienne des professeurs d'université sollicite des candidatures au poste de président. Durée du mandat, un an. Le candidat devrait avoir une vaste expérience des affaires d'une association de professeurs.

VICE-PRESIDENTS

The Canadian Association of University Teachers solicits nominations for two Vice-Presidents for the Association. Duration of terms, one year.

Vice-President Internal: to act as person chairing the Administration Committee and to have general responsibility in the area of administering the CAUT, including the application of the staff collective agreements.

Vice-President External: to handle relations with member associations and to represent the CAUT with affiliated organizations.

VICE-PRÉSIDENTS

L'Association canadienne des professeurs d'université sollicite des candidatures pour deux postes de vice-président de l'Association. Durée du mandat, un an.

Vice-président (Affaires internes): faire fonction de président du Comité d'administration et avoir des responsabilités générales en ce qui concerne l'administration de l'ACPU, y compris l'application des conventions collectives du personnel.

Vice-président (Affaires externes): s'occuper des relations avec les associations membres et représenter l'ACPU auprès des organisations affiliées.

PERSON TO CHAIR

STATUS OF WOMEN COMMITTEE

The Canadian Association of University Teachers solicits nominations for the position of person chairing the Status of Women Committee. Term of office is three years. The nominee should have experience in areas of concern to women academics.

PRESIDENT(E) DU COMITÉ

DU STATUT DE LA FEMME PROFESSEUR

L'Association canadienne des professeurs d'université sollicite des candidatures à la présidence du Comité du statut de la femme professeur. Durée du mandat, trois ans. Les candidat(e)s doivent posséder de l'expérience dans les domaines touchant les femmes.

COMMITTEES/COMITÉS

COMMITTEE ON COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

The CAUT solicits nominations for openings on this committee. The term of membership is three years.

COMITÉ DE LA NÉGOTIATION COLLECTIVE ET DES AVANTAGES ÉCONOMIQUES

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ce comité. Le mandat des membres vaut pour trois ans.

ACADEMIC FREEDOM AND TENURE COMMITTEE

The CAUT solicits nominations for openings on this Committee. The term of membership is three years.

COMITÉ DE LA LIBERTÉ UNIVERSITAIRE ET DE LA PERMANENCE DE L'EMPLOI

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ce comité. Le mandat des membres vaut pour trois ans.

ACADEMIC LIBRARIANS COMMITTEE

The CAUT solicits nominations for openings on this Committee.

COMITÉ DES BIBLIOTHECAIRES UNIVERSITAIRES

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ce comité.

STATUS OF WOMEN COMMITTEE

The CAUT solicits nominations for openings on this Committee.

COMITÉ DU STATUT DE LA FEMME PROFESSEUR

L'ACPU sollicite des candidatures à l'égard des postes à pourvoir à ce comité.



C.A.U.T./Finlay Travel Limited

The 1986 Sabbatical Flight Programme

the lowest cost flights available to Europe, the Pacific, and Around the World

THE ATLANTIC (Valid One Year)

HALIFAX/MONTREAL/OTTAWA/QUEBEC	From \$587.00
London	
TORONTO/LONDON(Ont.)	From \$587.00
London	
VANCOUVER/VICTORIA	From \$739.00
London	
WINNIPEG	
London	From \$644.00
EDMONTON/CALGARY/ SASKATOON/REGINA	
London	From \$711.00
MONTREAL/TORONTO	
Paris	From \$638.00
TORONTO/MONTREAL	
Amsterdam	From \$638.00
TORONTO	
Frankfurt	From \$628.00
VANCOUVER	
Frankfurt	From \$848.00
TORONTO	
Zurich	From \$719.00
TORONTO	
Tel Aviv	From \$1139.00

All fares quoted in Canadian dollars. Fares are subject to change and do not include Canadian Transportation Tax of \$15.00 per person. Advance booking conditions and cancellation penalties apply.

THE ORIENT/SOUTH PACIFIC

(Valid One Year)

TORONTO/MONTREAL	
Hong Kong/Taipei	From \$1309.00
TORONTO/MONTREAL	
Beijing	From \$1639.00
VANCOUVER	
Tokyo	From \$968.00
TORONTO	
Hong Kong/Sydney	
one way	From \$1227.00
VANCOUVER	
Sydney/Brisbane/ Melbourne	From \$1429.00
HALIFAX	
Auckland	From \$1589.00

CIRCLE PACIFIC

NORTH & SOUTH PACIFIC*	
from Vancouver	From \$2340.00

*Valid for up to six months.



Suite 1525, Exchange Tower
P.O. Box 433, 2 First Canadian Place,
Toronto, Ontario M5X 1J5
Tel.: (416) 366-9771

AROUND THE WORLD FARES

AN INCREDIBLE VARIETY OF ITINERARIES AVAILABLE
ALL AT THE LOWEST POSSIBLE AIRFARE!

SOME "LONG STAY" EXAMPLES:

- 1) Toronto, Vancouver, San Francisco, Tokyo, Hong Kong, Manila, Singapore, Bangkok, Bahrain, Athens, Zurich, Paris, Frankfurt, Amsterdam, London, Toronto
From CDN\$2848.00
- 2) Toronto, Vancouver, Honolulu, Nandi(Fiji), Sydney, Perth, Hong Kong, Kuala Lumpur, Singapore, Bangkok, Bombay, Dubai, Bahrain, Amsterdam, London, Toronto
From CDN\$3332.00
- 3) Toronto, London Paris, Bombay, Hong Kong, Kuala Lumpur, Singapore, Bangkok, Tokyo, Taipei, Seattle, Chicago, Toronto
From CDN\$2935.00

(Advance booking conditions and cancellation penalties apply. All fares are subject to currency exchange fluctuations. All itineraries and routings are subject to change).

*(Maximum stays vary from 6 months to one year).

(All programmes subject to revision and termination).

THE COMPLETE 1986 FLIGHT
PROGRAMME BROCHURE WILL BE
AVAILABLE SOON. PLEASE
REQUEST ON THE COUPON BELOW.

1986 C.A.U.T. FLIGHT
BROCHURE

NAME _____	
ADDRESS _____	
CITY _____	POSTAL CODE _____
FACULTY AND UNIVERSITY _____	
PROBABLE DATE OF DEPARTURE _____	
DESTINATION _____	
LENGTH OF STAY _____	
PLEASE SEND IN	
<input type="checkbox"/> ENGLISH	<input type="checkbox"/> FRENCH



CP
Air



PAN AM



British
airways

